

## THE BULLETIN

MARCH 20, 1995 ~ 48TH YEAR ~ NUMBER 15

Academic Budgets  
Need More Cuts,  
Provost Says

BY ALFRED HOLDEN

**M**ORE ACADEMIC BUDGET reductions are necessary if U of T plans to meet its white paper goals, says Provost Adel Sedra.

At the March 9 meeting of Governing Council Sedra said he has been reviewing departmental responses to U of T's academic restructuring document. Planning for 2000: A Provostial White Paper on University Objectives calls for a seven percent base budget cut to academic divisions for 1994-2000.

The various proposals, as a group, are "extremely impressive ... my preliminary observation is that a great deal of work has gone into the planning process," Sedra said. The University community, he added, will see some "quite dramatic changes" when the plans are finalized. "There are a number of areas that we will get out of."

But some of the plans do not yet meet the budget reduction goals set out in the planning document and will have to be revised. "I am sure it's going to be very difficult for many of us. There is still not enough [that has been cut] to effect the significant reshaping of the University that the president and I had in mind when we began this process nearly a year and a half ago."

Sedra, who has returned to work after recuperating from an operation, said the plans were brought to his home in "two huge boxes" about the

third week in January.

He found they followed the objectives and strategies in the white paper but there is "not as much selectivity" as he would like to see. "Some of the deans already know my views and the rest will find out very soon," he said.

However, Sedra emphasized that by and large the process "has not been like it has been at many other universities where, at the end of it, people were not talking to each other. Everybody here is still talking and we hope this will continue."

Governing Council's new chair Anthony Comper said the white paper's goals will not be diverted by the federal budget. The document reflects "what was to some degree our perception of the inevitable," he said in an interview.

"Funding resources are going to be limited and therefore it behooves the University to really think its way through what the priority areas are and what we have to be focusing on. I think we anticipated that the fiscal situation was going to become tighter and tighter."

Comper, who is president of the Bank of Montreal, became acting chair of Council last fall when Annamari Castelli took a leave of absence to seek the Liberal nomination in Downsview riding for the next provincial election. She was selected by the party Jan. 15 and resigned as chair; she continues to sit on Council.

## NUTRITIONAL KNOW-HOW



ROB ALLEN

The Nutritional Sciences Student Association is ensuring the U of T community has its food facts straight. On March 15 it held its annual Nutrifest, highlighting healthy eating. About 2,000 people attended the event featuring tasty food samples, quizzes and body fat tests at the Medical Sciences Building. At the Change of Heart display, in photo, a young man is quizzed on a variety of health-related issues.

Classroom Walls Come Down  
with Educational Network

**U**OF T AND THREE TORONTO-area school boards will receive \$1.4 million from the province to create a computer network that will link high school classrooms to the University.

Frances Lankin, the minister of economic development and trade, made the announcement at a March 7 news conference at Ryerson

Polytechnic University. The funding from the Ontario Network Infrastructure Program will be disbursed over the next three years. U of T and the three boards — Toronto, Scarborough and Metro Toronto Separate — are matching the government's contribution.

The resulting state-of-the-art communications hook-up, to be

known as EDnet, will be the first of its kind in the world. "The EDnet project will redefine the whole concept of the classroom as we know it," Lankin said. "It will break down classroom walls, allowing students to work together in new and exciting ways."

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## TOMORROW'S TECHNEPRENEURS

The entrepreneurial spirit is alive and well at Mentortech

BY SUZANNE SOTO

**P**AUL EISENBACH CHISHOLM ALWAYS believed that when he finished his master's degree in civil engineering at U of T, he would find a good job in an established firm and stay there.

Not any more.

Now, thanks to Mentortech — a new business mentoring program — he sees himself moving in a completely different and exciting direction.

Eisenbach Chisholm, who will complete his degree in 1996, still wants to spend the first few years after graduation with a well-established company. But his ultimate dream is to own and run a building restoration business. The company would use modern technology to convert century-old homes into energy-efficient, comfortable dwellings that would maintain their historic grandeur and charm.

"I never thought about this before or considered it as a possibility," he says. "Now, my outlook is, how do I get the right experience and get to know the market so I can open my own successful firm?"



Claire Schaffrit, a post-doctoral fellow in the Department of Industrial Engineering, is another Mentortech student. She is also interested in operating her own business, perhaps a consulting firm.

"My specialty is performance improvement in the services sector and one of my major interests is improving efficiency in the health care system," she says. "At some point down the road I can see myself running a small company or selling technical expertise in this area."

Mentortech is the brain child of two people — Jane Wilson, manager of administration and communications at the Ontario Laser & Lightwave Research Centre, and Professor Joseph Paradi, director of the Faculty of Applied Science & Engineering's Centre for Management of Technology & Entrepreneurship. The non-credit, two-year program aims to turn students and faculty, specializing in advanced technology fields, into savvy entrepreneurs.

~ See TOMORROW'S: Page 7 ~

## AWARDS & HONOURS

### Arts and science lauds teachers

THE FACULTY OF ARTS & SCIENCE HONoured six recipients at its 1994-95 outstanding teaching awards reception March 10 at Hart House. The awards recognize excellence in classroom instruction, course design, curriculum development and innovative teaching methods. The winners are Professors Gethin Hughes of the Department of Spanish & Portuguese; Alexander Leggett of the Department of English; Pekka Sinervo of the Department of Physics; Stuart Smith of the Department of Mathematics; Hy van Luong of the Department of Anthropology and the Joint Centre for Asia Pacific Studies; and Janice Stein of the Department of Political Science.

### Daniel receives honorary degree

PROFESSOR EMERITUS JURI DANIEL OF THE SCHOOL OF Physical & Health Education received an honorary doctorate from the University of Tartu in Estonia in December. The degree was conferred upon Daniel during 75th anniversary celebrations of the university as an Estonian language based institution. Daniel was cited for his teaching and research in kinesiology, health education and sport and for his contribution to the rebirth of the Olympic movement in Estonia.

### John wins physics medal

PROFESSOR SAJEED JOHN OF THE DEPARTMENT OF PHYSICS has been awarded the prestigious Herzberg Medal of the Canadian Association of Physicists. John is cited for his pioneering work in the field of photonic bandgaps and photon

localization, a new branch of pure and applied science that brings together solid state physics, quantum optics and engineering. Over the past 10 years his articles have attracted the worldwide attention of physicists as well as engineers and chemists. John has also developed a theoretical basis for a new spectroscopic technique that may be used in medical imaging for the early detection of brain and breast tumours.

### Hargreaves honoured for book

PROFESSOR ANDREW HARGREAVES OF THE ONTARIO Institute for Studies in Education has won an award for outstanding writing. The American Association of Colleges for Teacher Education cited his book *Changing Teachers, Changing Times* as "a recent publication most likely to have a lasting impact on the education of educators." The book explores the increasing demands placed on teachers and ways of coping. Hargreaves received his plaque at the association's annual conference in Washington, DC, in February.

### Silver recognized for achievements

PROFESSOR MALCOLM SILVER, CHAIR OF THE DEPARTMENT of Pathology, will receive this year's Distinguished Achievement Award from the Society for Cardiovascular Pathology, Inc. Silver is being recognized for his many contributions to clinical cardiovascular pathology and for his extensive activities in the education of medical students and post-graduate trainees in the field.

### Hagan inducted into alumni wall

PROFESSOR JOHN HAGAN OF THE FACULTY OF LAW AND the Department of Sociology was inducted into the Alumni Wall of Recognition of the University of Alberta Feb. 15. Hagan, who received his PhD from the Edmonton office in 1974, was cited for his pioneering contributions to scholarship, notably his theoretical model that helps to explain gender differences in delinquency.

### Hastings named president-elect

PROFESSOR EMERITUS JOHN HASTINGS OF THE DEPARTMENT of Health Administration and the Graduate Department of Community Health is president-elect of the Canadian Public Health Association, the national association for professionals and others involved in public health. Hastings, who becomes president of the association in 1997, was recently named honorary director of the board of the Orthopaedic & Arthritis Hospital in Toronto.

## IN BRIEF



### Connell appointed to health task force

PRESIDENT EMERITUS GEORGE CONNELL HAS BEEN APPOINTED CHAIR of the joint Ontario Ministry of Health and Ontario Medical Association task force examining the funding and delivery of medical care. He replaces economist Rod Fraser who led to become president of the University of Alberta. Among the task force's assignments: to compare the funding of medical care in Canada with that of other countries, to examine the criteria used to establish publicly funded medical services and to consider alternative models for medical service delivery. The group first met March 1; no date has been set for a final report.

### Journals donated to University of Chile

THE DEPARTMENT OF PSYCHIATRY AND THE CLARKE INSTITUTE OF Psychiatry have donated an extensive collection of books and journals to the Faculty of Medicine at the University of Chile. The collection, which filled 55 boxes and weighed nearly 800 kilograms, amounted to an entire child psychiatry reference library. It contained back issues of every major child psychiatry journal over the past five years as well as key reference texts and diagnostic manuals. The impetus for the donation came from Professor Susan Bradley, head of U of T's child psychiatry division. Bradley became aware of the Chilean university's need for child psychiatry literature during a visit to Chile several years ago.

### Software firm donates \$70,000

A GERMAN-BASED SOFTWARE FIRM HAS DONATED \$70,000 TO THE University. Systems Applications and Products in Data Processing (SAP) presented the cheque to Professor Michael Finlayson, vice-president (administration and human resources), at a Faculty Club luncheon last month. The company is a leading provider of software for business applications; U of T is one of its customers. "SAP has experienced tremendous growth in Canada and we appreciate the opportunity to give back to the communities in which we work and live," said Bryan Plug, president of SAP Canada.

## Classroom Walls Come Down

- Continued from Page 1 -

Dan Lang, vice-provost and assistant vice-president (planning and budget), said EDNet will benefit U of T in a number of ways. The University will strengthen its ties with the secondary school community but, more important, the technology developed and used in the program will be a boon to U of T students. "Because the core is going to be at the University, we will learn things about instructional technology that we can use in our own class-

rooms to benefit our own students."

The University of Toronto Schools will be one of the eight schools initially participating.

EDNet was conceived over a year ago by the University and the school boards. The project will initially consist of four high school classrooms with 10 to 20 computer terminals each and the latest in information software. Four additional schools will use their own computers and equipment to hook into EDNet via high-speed telecommunications ties.

The network is expected to enable hundreds of students in participating boards to retrieve material from U of T on such topics as mathematics, art history, languages and social studies. "Students will be able to use the latest information technology to carry out complex projects such as predicting weather patterns or examining the growth of the hole in the ozone layer," Lankin noted.

EDNet will also allow school members to plug into other services at U of T and on the Internet, said

Ian Graham, a senior instructional technology specialist with U of T Computing & Communications. "Students will be able to access the University's library catalogues, correspond with faculty and conduct their own research."

The educational consortium wants high school teachers to use the resource as well. "We hope to develop new ways of teaching and learning on the networks that are not possible now," Graham added. For example, using both EDNet and the Internet teachers could conduct long-distance videoconferencing sessions or distribute teaching materials.

Graham said the bulk of the \$2.8 million will pay for the new equipment and set-up costs; the first of EDNet's computers will likely be up and running this summer. Participation in EDNet will ultimately be available to all schools, colleges and universities in the metropolitan area.

Lang added, however, that the project's most immediate goal is to add up to 50 schools by the fourth year of the project.



Dan Lang

### Joan Green Steps Down

JOAN GREEN, A MEMBER OF Governing Council and director of the Toronto Board of Education, will resign from Council and the board May 1 to accept an appointment as chief executive officer of the province's new Education Quality & Accountability Office. The office monitors the performance of Ontario students and the school boards serving them.

Green was appointed by the government to Council in 1992. She holds three degrees from U of T.

UNIVERSITY OF TORONTO

## THE BULLETIN

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The Bulletin is printed on recycled paper. Material may be reprinted in whole or in part with appropriate credit to The Bulletin.

Published every two weeks by the Department of Public Affairs, 21 King's College Circle, 2nd floor, University of Toronto, Toronto, M5S 1A1.

EDITORIAL ENQUIRIES: 978-6981 • DISTRIBUTION ENQUIRIES: 978-4933 • ADVERTISING ENQUIRIES: 978-4933 • Display advertising space must be reserved two weeks before publication date. FAX: 978-7430.



# All Teaching Hospitals Needed, Aberman Says

*Hospital restructuring committee to deliver final report this summer*

BY KARINA DAHLIN

IT IS A BAD IDEA TO REDUCE THE number of fully affiliated teaching hospitals—they are all needed, says Dean Arnold Aberman of the Faculty of Medicine and vice-provost (relations with health care institutions).

In a letter last week Aberman responded to an interim report issued by the hospital restructuring committee of the Metro Toronto District Health Council. The report does not make outright recommendations but suggests directions for the future. One that would affect the University is "a reduction in the number of fully affiliated teaching hospitals in response to the reduced number of medical students and residents."

The report states that the medical student population has decreased by 30 percent and that there has been a reduction in medical residents as well. Aberman, however, says the drop in post-graduate medical trainees is no more than 10 percent. He also says that the reduction in undergraduate medical students should not be used as a reason to reduce the number of fully affiliated teaching hospitals.

Furthermore, he notes, with the new undergraduate medical curriculum, students from a growing number of disciplines are expected to participate in hospital-based teaching. The student population in these areas—dentistry, nursing, occupational and physical therapy, pharmacy, physical and health education, social work and pathology—is not expected to decrease significantly. "All health sciences," he says, "depend on hospital facilities to deliver their undergraduate and graduate programs."

He also argues that health research is becoming a hallmark at the 11 fully affiliated teaching hospitals—Mount Sinai, St. Michael's, Wellesley, Sunnybrook, Toronto,

Women's College, Sick Children, Princess Margaret, the Addiction Research Foundation, the Clarke Institute and Baycrest. "Each hospital is developing its own research priorities and, as such, has academic benefit to the University and economic benefit to the province," he says.

The 10-member hospital restructuring committee was appointed in February 1994. One of its roles is to recommend an appropriate number of hospitals in Metro Toronto, their location and particular roles. Responses to the interim report will be received until March 31; the committee plans to deliver a final report to the Ontario Ministry of Health in the summer.

One of the committee's two vice-chairs is Professor Fred Lowy, director of the Centre for Bioethics. In an interview he said that the academic community appears to accept the interim report, although researchers may be a little nervous "because we are saying the University's teaching and research commitment can be met in fewer of the existing hospitals."

A general downsizing will probably take place, Lowy said, "and it's unlikely the teaching network would be spared." However, he added, it is too early to say where change will occur.

Certain hospitals are being or have been declassified as teaching institutions in Vancouver, Edmonton, Calgary and Montreal, said Lowy, but he does not believe this situation has ever occurred in Toronto.

What would happen to University researchers in the case of declassification is probably "too narrow a question" to ask, said Professor Gail Donner of the Faculty of Nursing, the second U of T representative on the hospital restructuring committee. "The question is how do we maintain, and even enhance, those things that have made the excellent reputation. How

we do that is the question we are working on right now. But I can tell you we are committed to maintaining and enhancing excellence."

The hospital-university link has many advantages. Universities can offer students an appropriate clinical setting for teaching and research.

The main benefit to hospitals is their ability to attract the best staff, Lowy explained. "Those people who qualify for university appointments tend to be leaders in their fields."

Another advantage to hospitals is the high level of service provided by students serving as interns

and residents. The prestige of being a teaching hospital is also important, Lowy said, and there is an economic advantage as well. Since teaching hospitals treat the most complex cases they are funded by the ministry on a preferential basis.

## EMERGENCY RESPONSE



JEWEL RANDOLPH

*In emergency situations, many people panic. Health care professionals are no different but the Department of Anaesthesia and the Sunnybrook Health Science Centre hope to change that. The Canadian Simulation Centre for Human Performance & Crisis Management Training which opened March 8 at Sunnybrook will help to prepare health care professionals to deal with crises. The centre, consisting of an operating room environment and a computer-controlled mannequin, will train doctors, nurses and other medical personnel across the country. A course for anaesthetists has been established; curricula will be developed for others such as trauma teams and paramedics.*

## Employee Groups Support Equity Survey Compliance

BY SUZANNE SOTO

MORE THAN 11,000 FULL- AND part-time U of T employees will be asked to take part in the University's second employment equity workforce survey, scheduled for March 27 to 31.

The main purpose of the poll is to determine the numbers of women, aboriginal peoples, persons with a disability and members of racial minorities working at the University and what jobs they hold. The provincial government in its recently enacted Employment Equity Act identifies these four groups as being vulnerable to systemic or deliberate discrimination in the workplace. The act also obliges all Ontario employers with 50 or more employees to survey their workforce as the first step in eliminating discrimination in the hiring, promotion and treatment of people in the designated groups.

At U of T all employees will receive a survey form asking if they belong to the designated groups. Campus employment equity coordinator Mary Lynne McIntosh said that answering the questions is voluntary but the act requires all

employees to return the form.

The University's first employment equity census, conducted in March 1989, produced a 78 percent completion rate. Both McIntosh and Professor Michael Finlayson, vice-president (administration and human resources), are encouraging everyone to answer the questions. "We have an employment equity policy and we want to honour it but the only way to know whether we are making progress is to measure our workforce composition from time to time," Finlayson said.

In preparing for the survey the administration worked with nine employment equity subcommittees that represent U of T employees and their associations and unions. Most groups are asking members to participate.

"We are encouraging compliance with the law," said Professor Peter Boulton, president of the U of T Faculty Association. "But we are leaving it up to every faculty member to decide what his or her appropriate response will be to the survey."

Boulton said that while he believes no faculty member would support workplace discrimination based on gender, race or a disability, he knows

that some feel that mandated employment equity undermines academic excellence. "There are arguments on both sides, so we have to leave participation as a matter of conscience, a free vote."

Gloria John, a member of the U of T Staff Association's employment equity subcommittee, said UTSA supports the survey and its goals. "We feel this is a very positive thing. It is the only way we can have a picture of what is going on at the University."

Bob Panzen, president of the Canadian Union of Public Employees, Local 3261, which represents caretaking, cafeteria and groundskeeping staff, is promoting compliance. "If the results help one disabled person or one woman or a visible minority in our bargaining units, it's worth filling out," Panzen said.

According to the Equity Act, which took effect Sept. 1, employers must also review their workplace policies and practices and develop a plan to remove discriminatory barriers. The survey, review and plan must be completed by March 1, 1996. Non-compliance with the legislation and its regulations is punishable with a fine of up to \$50,000.

## Killam Fellowships Awarded to Faculty

PRECIOUS TIME TO THINK HAS been given to Professors Alexander Leggett of the Department of English and Geoffrey Ozin of the Department of Chemistry, both of whom have won a prestigious Isaac Walton Killam Research Fellowship.

"There is no greater gift than getting two years to work on this," said Ozin last week. "You need time to think." His work on new forms of luminescent-silicon explores novel synthetic methods that trick silicon into emitting light. During his investigations he will learn more about the principles that govern the light emission process. Ultimately he hopes that the new forms of silicon will be used in electronics, computing and telecommunications technology.

Ozin received his doctorate from the University of Oxford in 1967 and joined U of T in 1969. He has received a long list of awards including

the dean's award of excellence from 1991 to 1994.

Leggett, who is a winner of an outstanding teaching award from the Faculty of Arts & Science this year, said he is pleased to have time to concentrate on his research. "In the humanities what we need above all is time," he said. "Most of our projects don't require a lot of equipment or a lot of personnel but they do require time and that is increasingly hard to get. The Killam is a boon."

A well-known scholar of Shakespeare, Leggett will spend his time examining the social relations in English stage comedy from the Renaissance to the present. His research will probably be published as a book—his 11th. Leggett earned his PhD from the Shakespeare Institute at the University of Birmingham in 1965 and joined the teaching staff at U of T the same year.

## EMPLOYMENT EQUITY — THE WORKFORCE SURVEY

Recently you received a letter from your Employment Equity Joint Sub-Committee informing you that a workforce survey will be conducted during **Survey Week, March 27 - 31, 1995**. Despite the great amount of work facing all of us, it is vital that you take the time to fill out the questionnaire and return it. Your participation is critical to the success of our efforts to benefit the workforce as a whole.

Recognizing that change is a process that generates myths and a flurry of questions, I feel that it is important to address some of the concerns you might have about employment equity.

Myths about employment equity abound, such as:

- merit will no longer be the main criterion in employment decisions, and will result in unqualified people from designated groups being hired
- quotas are being established at the University
- reverse discrimination is being practised at the University

These myths are false and in fact, the opposite of each is true.

Following, in a Q&A format, I have provided answers to these issues and other frequently asked questions.

**Q. Won't employment equity compromise the academic excellence of the University?**

**A. No.** Focusing on equity is not at the expense of excellence, but rather in the service of excellence. We cannot draw the best possible faculty, staff and students if our practices limit the pools from which we draw. To the extent that barriers keep certain people from either joining the University or staying here, we seriously limit ourselves. Once barriers are removed, the pool of excellent people and excellent ideas increases substantially. We want to hire and retain more people from the designated groups not because of legislation or "corrections," but because we want a better institution.

**Q. Is employment equity the same as affirmative action?**

**A. No.** Affirmative action is a term from the United States. It usually implies giving preference to people of one group over people of another. This is not a practice at the University of Toronto.

Employment equity means being fair to all employees; it does not mean giving preference to people of one group over people of another. The object of employment equity is to overcome direct and indirect discrimination which has kept Aboriginal peoples, persons with disabilities, members of racial minorities and women from being hired, promoted or treated in the same way as other groups.

**Q. What is the difference between a quota and a target?**

**A. A quota** is a numerical goal set for an organization by an outside agency or body, frequently a court of law. The quota must be met. Positions must be filled by those people who will result in the organization's meeting the quota. The concepts of quota and affirmative action go hand in hand in the United States.

A target, however, is a numerical goal an organization sets for itself based on the pool of qualified people. The organization strives, through various strategies, to meet the target set. Positions continue to be filled by those people who are the best qualified.

**Q. What is the relationship between employment equity and hiring the best candidate?**

**A. The University of Toronto** is committed to hiring the best qualified person for the job. This is consistent with the Employment Equity Act which retains merit as the prime criterion in any employment decision - hiring, promotion, or transfers. Selection criteria

such as qualifications, skills, abilities, experience and performance levels continue to drive the hiring or promotion decision.

**Q. Will there be any opportunity for white males seeking employment?**

**A. Yes.** White males will not be denied employment opportunities. They will, however, be competing against an expanding group of candidates when applying for jobs or promotions. If a white male is the best candidate, he will be hired.

**Q. Is employment equity reverse discrimination?**

**A. No.** Employment equity is not an exclusive process but rather an inclusive one. It does not impose barriers on those people who are not from designated groups. The Ontario Human Rights Code and the Canadian Charter of Rights and Freedoms both require equal treatment without discrimination for everyone. Employment equity is about equality because it seeks to eliminate barriers so that everyone will have an equal opportunity to compete for jobs.

**Q. Will the designated groups be given preferential treatment?**

**A. No.** Employment equity seeks to protect and improve group rights, not to provide special treatment to individuals. Employment equity measures help to establish equitable treatment by ensuring a broader cross-section of people is included in the selection process, so that designated groups may be given the same chance to be hired or promoted.

**Q. Why is the University committed to employment equity?**

**A. We have a long-standing commitment** to employment equity, having adopted our original Employment Equity Policy in 1986. Bill 79, the Employment Equity Act of the Ontario government, came into force on September 1, 1994. The University believes by committing to utilize fully the diverse skills and talents available in the workforce, both the University and its employees will benefit.

**Q. Why have members of the designated groups been so designated?**

**A. For the purposes of the employment equity legislation,** the Ontario government identified the four designated groups as: Aboriginal peoples, racial minorities, persons with disabilities and women. Historical attitudes and employment practices have produced employment barriers and disadvantages for these four groups. As a result, they are under-represented in the Ontario labour force or are concentrated in low paying jobs. The Employment Equity Act and the University of Toronto recognize that by eliminating systemic and intentional discrimination and increasing the opportunity for individuals from

J. Robert S. Peichard  
President



University of Toronto

March 20, 1995

Dear Colleagues:

I write to you about employment equity. You will know that the University is included in Ontario's new employment equity legislation that came into effect last September. Under that legislation Ontario employers are to take three major actions before March 1, 1996. Let me describe these steps briefly.

First, we are to conduct a workforce survey. We did this in 1989 to comply with the Federal Contractors Program, but we must do this again for new and more complete data. Every employee will be sent a form in the last week of March, asking four simple questions about membership in the designated groups: women, Aboriginal peoples, members of racial minorities and persons with a disability. The legislation requires that this form be returned. I urge you to participate. Completing the form will not take long. The confidential data it provides is necessary to the rest of the exercise.

Second, we are to review all of our employment policies and practices to determine if any of them operates in such a way as to pose barriers for the employment equity designated groups.

Third, we are to develop an employment equity plan. Given the University's size, complexity and multiple employee groups, we will have more than one such plan.

It is essential to these processes, and indeed required by legislation, that there be full communication and consultation with employees. Reflecting the legislative requirement, an Employment Equity Co-ordinating Committee has been formed, with representatives from all unions and associations, as well as the administration. This Committee is overseeing the steps we must take and you will be hearing from it and from your representatives from time to time.

I ask that you give employment equity your interest, attention and commitment. These are not issues just for the few, indeed they belong to the whole community that is the University of Toronto.

We have a long-standing commitment to employment equity, having adopted our original policy in 1986. Our progress has been encouraging in many respects and has, I believe, made up a stronger and better university. Implementing the new legislation gives us an opportunity to make further important progress towards our goals and I hope I can count on all of you to contribute.

Warm regards,

J. Robert S. Peichard

J. Robert S. Peichard

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these groups to contribute to the University community, all employees of the University will benefit.

**Q. How does employment equity affect me? Will I lose my job?**

**A. No one will lose his or her job** because of employment equity.

**Q. Won't people from the designated groups be the only ones to benefit from employment equity?**

**A. No.** All employees will benefit by having access to measures which alleviate employment problems for designated group members, but which are accessible to all employees. Such measures can include flexible work hours, or child care assistance. Since employment equity ensures that all qualified individuals are considered, there will be increased competition for jobs overall. However, all employees will stand to benefit by having all positions filled with qualified people.

**Q. What say do employees have in the process?**

**A. The University is required to keep you informed and to consult with you at every stage of the process.** This is being done through your representatives on the Employment Equity Co-ordinating Committee (EECC) and through the nine joint sub-com-

mittees of the EECC. (The membership of these committees are listed below). If you would like to volunteer to contribute to this process, you may contact any one of the members of the EECC or of the joint sub-committees.

**Q. How will future decisions about hiring and promotion be different from past ones?**

**A. The legislation does not specify how** employers should recruit, promote, etc. Rather, employers are required to review their employment-related policies and practices to identify any barriers that might operate in a way that presents problems for or discriminates against people from the designated groups. How future employment decisions will be made, which might be different from the past, will depend on the barriers identified, and the changes made to those policies and practices to remove the barriers.

**Q. Who should I contact for more information?**

**A. You may contact any member of the** Employment Equity Co-ordinating Committee or of the joint sub-committees.

Mary Lynne McIntosh  
Employment Equity Coordinator  
(416) 978-2110

### EMPLOYMENT EQUITY JOINT SUB-COMMITTEES

#### Subcommittee

1. CUPE Local 1230
2. CUPE Local 362
3. CUPE Local 3961
4. IATSE
5. Operating Engineers
6. OPSEU (Campus Police)
7. University of Toronto Faculty Association (UTFA)
8. University of Toronto Staff Association (UTSA)
9. Trades
  - Electricians
  - Painters/Steamfitters
  - Plumbers
  - Machinists/Locksmiths
  - Sheet Metal Workers
  - Corporates

#### Union/Association Representatives

Hollis Joe\*, Tom Bribiesco, Dennis Ste, Alison Paul  
Bob Pantez\*, Sophie Morawa, Azoula  
Brian Robinson\*, Laura McRae, Mikael Swazey  
Scott Williamson\*  
Michael O'Hare\*, Robert Melnychuk  
Steve Cox\*  
Suzie Scott\*, Bill Nelson, Margaret Hawthorne  
Gloria John\*, Hilarie Cato, Melba Remedios  
Glen Murray\*, Elmer Youngberg  
Bob Gilles\*, Don Nixon  
Alci Johnson\*  
John Reisman\*, Wayne Xuereb  
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# CHAMPION OF EDUCATION

*Art Kruger's tenure with OISE is over but his commitment to the academic mission is as strong as ever*

BY KARINA DAHLIN

ART KRUGER IS IN JERUSALEM, anticipating the birth of two grandchildren. The occasion marks the beginning of a new chapter in more ways than one — Kruger's family is growing and for the first time in his adult life he is without a full-time job.

The previous chapter of Kruger's professional life began in January 1992 when he became director of the Ontario Institute for Studies in Education. It ends officially March 31 when he moves aside for Acting Director Angela Hildyard.

However, this is not Kruger's last and solemn farewell to U of T. He remains a professor in the School of Graduate Studies and, who knows, given the right offer, he may return to the university world. He doesn't know and it doesn't matter — he is looking forward to a balmy spring in Israel where he can give his family his undivided attention.

In 1991, when Kruger agreed to serve as head of OISE, he expected to spend his five-year term strengthening the institute's programs, clarifying its focus on education as a discipline and developing a strategic plan. He had no inkling he would be a key figure in a process that would lead to the end of OISE as an independent body. "When I came here one of the things I found attractive, in fact, was that the U of T-OISE agreement was not to be renegotiated until after I left," he said in an interview March 7.

However, looking back he can point to signs of impending change. In the fall of 1991 financial problems — serious but manageable — began to appear. The following spring it became clear the problems were growing: government funding was decreasing and rental, conference and cafeteria income dropping. As well the social contract was announced and OISE lost a special education grant.

"Our hit was over 10 percent where the hit of other universities was about five," Kruger recalls. "Also we are small and that gives us very little wiggle-room; we don't even own this building so we had no assets that we could sell off to get out of the problem. The two no regrets and a bit of furniture — that's our assets."

With a budget of some \$33 million and a deficit of \$3 million, Kruger had his hands full. But he didn't ask the province to bail out the institute nor did he borrow money to cover costs. He planned to tackle the deficit by cutting back on expenditures and was succeeding. Still the government asked OISE and U of T to negotiate a merger.

Kruger thinks Queen's Park had two reasons for making the request. First the government was genuinely concerned the institute would end up as a "financial basket case." The other



## WHO'S KRUGER

KRUGER, Arthur M., PhD, educator; born Toronto 4 Nov. 1932; educated U of T BA 1955; Massachusetts Institute of Technology PhD 1959; married Betty Mina; children Sarah Anne, Helen Nina, Gerald Zev, Naomi Vered; Asst. Prof. Wharton Sch. Univ. of Pa. 1959-61; joined U of T 1961; chair Div. of Social Sciences Scarborough 1969-70; Assoc. chair of pol. econ. 1970-74; princ. Woodsworth Coll. 1974-77 and 1984-91; Dean of Arts & Science 1977-82; director Ontario Institute for Studies in Education 1992-1995; prof. of economy; arbitrator and mediator in labour disputes; author *Public Services Under Stress* (1993).

reason, he believes, was political. "You had a government that wanted to show it had achieved some kind of savings or consolidation. The ministry had failed in Windsor and in Ottawa to have school boards merge, so why not merge OISE and U of T? His theory is pure speculation, he points out.

Negotiations with U of T were difficult and came close to breaking down — at one point the two sides were discussing the wording of a joint statement, informing the ministry they had tried but could not find a way to merge. "[President Robert] Prichard didn't accept the break-off," Kruger recalls. "He said 'I'm not ready for such a statement, we're going back to the table.'"

Prichard, Kruger feels, was committed to securing an agreement because, "without OISE the University would never come close to developing a national leader, let alone an international leader, in the field of education." In the end, he says, the University was willing to make compromises to make the deal possible.

The result pleases him immensely. A "University loyalist," he rejoices in the prospect of a world-class faculty of education at U of T. OISE will also benefit because of the closer links with University disciplines that already exist at the institute — psychology, sociology and history, for example — and with other disciplines that can add new dimensions to OISE's work, such as political science, economics and law.

If Kruger has so embraced the merger, why is he leaving? Because, he says, the new facility doesn't need an economist for a dean. The leader should have managerial skills, yes, but he or she should be a senior scholar of education, preferably with an international reputation. "If the University really wants this faculty to take off as a leader in graduate research and education, it is symbolic who is dean. If it means you have to search the world for the best, so be it."

Unfortunately Canadian universities are often hamstrung in the international job market, he says. Not only are they unable to offer a competitive salary but they must also abide by Canadians-first recruiting regulations. "I've always found it strange that it's much easier to hire hockey players and baseball players in Canada," Kruger comments. "We are determined that Canadians shall play the best baseball and that if means bringing in Cubans or Americans, that's the way it is. But we don't have the same feeling about the right to have the best professors standing in front of our kids and teaching them."

It's vintage Kruger. Clearly articulated opinions. Take his concerns about the quality of Canadian universities — standards are improving only in the area of access for minority groups, he believes. On the other hand, lack of financial resources with attendant problems such as larger classes and fewer journals in the library contribute to a slow deterioration. He believes the worst problem is in the humanities.

Pulling out the latest issue of the *U of T Magazine*, with its theme of technology transfer, Kruger laments the need to justify academic work on economic grounds. "If this is how universities are being peddled, people working in an area like Assyriology don't fit."

So what does it mean for the Canadian economy that the research of an Assyriologist isn't funded? "Not much," he replies. But it means a lot for Canada, he says. "We are a rich enough country that young people should have a chance to satisfy their curiosity about the world around them. The only place you can do that is the university but you are never going to have large classes studying Assyrian grammar. I think it is at least as important for us to develop bright Assyriologists as it is to develop first-class skaters or hockey players."

# Faculty Welcomes Two-Year Teacher Education

BY ALFRED HOLDEN

THE DEAN OF THE FACULTY OF Education welcomes a proposal to switch from one-year to two-year teacher education.

The proposal was made by the Ontario Royal Commission on Learning in its report released Jan. 26. Dean Michael Fullan said in an interview that the shift could result in dramatic changes for Ontario education faculties and student teachers. Existing programs will undergo major redesigns and incoming students will likely have to compete for fewer places as well as make a commitment to study and pay tuition for two years.

The recommendation was one of

167 made in the commission's report, *For the Love of Learning*. The report was the focus of a five-part discussion forum this month and last, co-sponsored by the Faculty of Education and the Ontario Institute for Studies in Education. The series, which brought together representatives from government, business and education, was the first major cooperative event held by U of T and OISE since they agreed to merge.

The recommendation that the length of Ontario's teacher education programs be increased did not come as a surprise, said Fullan. The faculty had been planning a two-year program for a couple of years, although it was unclear what direction

the government would take. "We had concluded that the current program — which is really eight months in duration — was simply too short to do the things that teacher education is supposed to do," Fullan said. "Teachers need to know much more than they did 10 years ago and we felt a longer program was necessary."

Because much planning has already been done it may be possible to admit 120 of about 1,000 incoming education students into a two-year program as early as this fall, he said. The pilot project would be one of several options that students could select. While enrolment in a two-year program would change their plans, it might also increase their chances of

getting a job, Fullan said. He added that the matter of financial assistance will also be examined by the faculty.

OISE professor Clive Beck, who spoke at the forum series and sits on the task force that is working out how to merge the programs of U of T and OISE, said there is widespread consensus that one-year education for new teachers is no longer adequate. But he wants the government and education faculties to consider more than one option for replacing the existing arrangement, including five-year programs in which candidates study for their bachelor's degree and undergo teacher education concurrently. Beck said this system is operating at York and Queen's

Universities to critical acclaim and is producing graduates in high demand. It is unclear how the commission's emphasis on two-year training will affect these programs, Beck said.

The quality of Ontario teachers is expected to improve if education students are given more time for classroom experience and teacher preparation, said Joan Green, a member of Governing Council and director of the Toronto Board of Education. "It will provide teachers with the opportunity to cover a whole range of investigations and professional experiences before they take on full-time classroom responsibility and I don't think that's been possible thus far," Green said.

## DRAGONS AT SCARBOROUGH



*Dragon Plan, a 60-foot long mural painted by four fine art students at Scarborough College, was unveiled March 15 during the college's cultural awareness week. Winnie Yeung, Karen Yeung, Katherine Poon and Eugene Chin included scenes from their lives in Hong Kong,*

*Scarborough and Toronto. The mural will hang above the college's main cafeteria. Other events during the week included a panel discussion on media and culture, international foods day and a cultural dance and fashion show.*

## Funds Awarded for Medicine, Engineering

**F**OUR OF T RESEARCHERS working on projects ranging from the prevention of ear infections to the creation of better concrete materials will receive \$211,320 from the University Research Incentive Fund.

An Ontario Ministry of Education & Training initiative, URIF has supported collaboration between universities and private business since 1984. The program matches dollar-for-dollar corporate contributions to university research. In the latest round of awards announced last month, U of T is one of 11 universities to be granted a portion of the \$2 million

allocated to 26 projects.

Professor George Krepsinsky of the Department of Medical Genetics will receive \$102,470. Krepsinsky is trying to determine whether or not a vaccine would prevent infants and toddlers from developing ear infections. Middle ear infection is the most common infection in children under age two. The illness, as frequent as the common cold, is caused by bacteria. Connaught Laboratories Ltd. is Krepsinsky's corporate collaborator.

At the Department of Mechanical Engineering, Professor James Wallace was granted \$50,000 for a

project probing the potential of natural gas fuel injection systems to improve the control of air-fuel ratio in car engines. Results of the research are expected to increase the potential of low exhaust emissions for vehicles fuelled by natural gas. Wallace's business partner is NISSAN Canada Inc.

Professor Steven Thorpe of the Department of Metallurgy & Materials Science will apply his \$35,750 award to a project examining the effects of forming and brazing operations on the corrosion resistance of lightweight aluminium materials used in automotive heat

exchangers. The goal of the research, co-sponsored by Long Manufacturing Ltd., is to improve automotive fuel efficiency, energy conservation and the materials' recyclability.

And Professor Michael Thomas of the Department of Civil Engineering has been granted \$23,100 to evaluate the performance of various concrete materials proposed for use in sealing high-level nuclear repositories. Research results could help the nuclear power and reinforced concrete industries save millions of dollars. Thomas' corporate sponsor is Ontario Hydro Technologies.

## Eichmanis Wins Council Seat

**J**UDITH EICHMANIS OF THE Institute for Environmental Studies is Governing Council's newest administrative staff representative. She was chosen over two other candidates — Carol Scidman and David Zutaatas — in Council's recent elections.

Four members of the teaching staff were acclaimed. They are Professors Ronald Venter, vice-dean of the Faculty of Applied Science & Engineering; Barry Brown of the Department of Philosophy; Martin Moskovits of the Department of Chemistry; and Peggy Leatt of the Department of Health Administration.

## Sun Brightens Campus Blackout

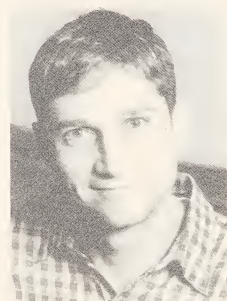
**H**UNDREDS OF STUDENTS, Faculty and staff took advantage of a lunch-time power outage on the St. George campus March 14 to soak up the sun on one of the warmest days yet in 1995.

The problem was a faulty cable that short-circuited U of T's main power supply from Toronto Hydro. It took about an hour for Hydro to plug U of T into a second connection. Regular lighting, computers and electrical equipment were down at most locations, but power for emergency lights and elevators was provided by backup diesel generators in different parts of the campus.

## The University of Toronto Faculty Association (UTFA) announces the UTFA TUITION BURSARY AWARDS 1994/95



Ms. Beverley Biggs



Mr. John Harvey

UTFA awarded two *Tuition Bursaries* for the academic year 1994/95 to Ms. Beverley Biggs (Faculty of Social Work) and Mr. John Harvey (Faculty of Medicine). Both will not have to pay their tuition fees and incidental costs up to the amount of \$2,000.00. These UTFA *Tuition Bursaries* can be renewed for subsequent years conditional upon demonstrated need and satisfactory academic standing.

Two other (one graduate and one undergraduate) UTFA *Tuition Bursaries* will be awarded for the academic year 1995/96. Students from all faculties are eligible and encouraged to apply starting February 1995.

**The *Tuition Bursaries* were set up, because UTFA believes that an inability to pay tuition fees should not be a barrier to obtaining or continuing a university education.**

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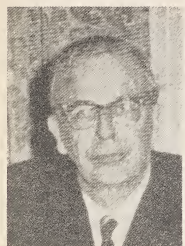


## IN MEMORIAM

### Rhodes Helped Produce Vaccine

PROFESSOR EMERITUS ANDREW Rhodes of the Department of Microbiology died Feb. 11 of congestive heart failure. He was 84.

Rhodes played an important role at the Connaught Medical Research Laboratories in the 1940s and 1950s when he was a prominent member of the team that found a way to mass produce the Salk polio vaccine.



The period that Rhodes spent at Connaught from 1947 until 1953 was, in his words, "an absolutely exciting" part of his career of medical research, according to a book soon to be released, *Within Reach of Everyone Volume II: A History of the University of Toronto School of Hygiene and*

*Connaught Laboratories Limited 1955 to 1975 with an Update to 1992*. Author and historian Paul Bator says that while Jonas Salk received most of the credit for inventing the vaccine, it was the work of the Connaught team that made the vaccine available to large numbers of people.

Born in Inverness, Scotland, Rhodes received his scientific education at the University of Edinburgh and became a medical doctor in 1941. He moved to Canada in 1947.

From 1953 to 1956 Rhodes was director of the research institute at the Hospital for Sick Children. It was typical for him to take ideas from labs and make them available for the general good, Bator said. As director of the School of Hygiene from 1956 to 1970, he articulated a philosophy for the school based on four principles including: "Teaching must be illuminated by research. It is not possible to teach purely out of books and magazines."

One of the founders of the specialty of medical virology, Rhodes taught at U of T from 1947 to 1970. Later he served as medical director of the Ministry of Health's public health laboratories and as chair of the Rabies Advisory Committee of the Ministry of Natural Resources.

## Four Receive Excellence Awards

THE ALUMNI ASSOCIATION HAS selected four impressive individuals for its 1995 awards of excellence. They will receive their prizes at a dinner at Hart House April 25.

Professor Michael Collins of the Department of Civil Engineering is the winner of the Faculty Award, presented to individuals who excel in teaching and research. Collins is widely known for his work on concrete structures, says Professor Barry Adams, acting chair of civil engineering, in nominating comments. "Graduate students stand in line to work with him on research programs."

Testimonials from colleagues and students support Adams' opinion. For example, one former student writes that in a first-year course, Collins "manages to do in one term what most programs fail to do in four years. Students learn to think as engineers and become enthusiastic about their career and chosen profession."

Bruce Johnson will receive the Chancellor's Award for continued outstanding service. Employed as machine shop supervisor with the Faculty of Medicine's technical services division, he has spent 46 years at U of T and is retiring in June.

The award, says Professor Daniel Osmond of the Department of

Physiology, recognizes Johnson's work as well as that performed by other administrative staff. "The productivity and greatness of our university depends heavily on the work of people like Bruce Johnson, who for almost half a century has been a rare exemplar of efficiency, creativity, courtesy, cooperation and dedication."

The winner of this year's Joan E. Foley Quality of Student Experience Award, named for the University's former provost, is June Straker, an academic counsellor at Woodsworth College with responsibility for the senior citizen's program and the single parents' support group.

The nomination made by Professor Nora Abramovitch, status of women officer, notes that Straker

is an advocate, supporter and champion of students, a statement supported by a string of letters, all of which speak of Straker's willingness to listen and offer advice.

Mary Silcox, who studies zoology and anthropology, is the winner of the John H. Moss Scholarship. An active member of various Hart House committees, Silcox is described as an exceptionally gifted student by Professor David Begun of the Department of Anthropology.

"Her performance in basic science courses and in more advanced, specialized courses has been stellar," he said.

The \$12,000 prize is given to exceptional third- or fourth-year students to assist with their continuing education.

### Diet, Lifestyle under Microscope

PROFESSOR TOM ROHAN and his colleagues in the Department of Preventive Medicine & Biostatistics have started to contact 192,000 University alumni, asking them to take part in a project called The Canadian Study of Diet, Lifestyle & Health.

The largest study of its kind ever conducted in Canada, the project will be carried out in collaboration

with researchers and alumni at other universities, among them Western, UBC and Alberta. The investigators hope to recruit 100,000 participants, who will be asked to fill out questionnaires about their dietary and lifestyle habits. In coming years staff will monitor the development of cancer, heart diseases and other illnesses. The National Cancer Institute of Canada is funding the project.

## TOMORROW'S TECHNEPRENEURS

- Continues from Page 1 -

Launched at five Ontario universities: this year, Mentortech is open to undergraduate and graduate students and faculty in such fields as engineering, chemistry and aerospace studies. The federal and provincial governments and corporate sponsors contribute to the program's \$50,000-a-year budget. Recently the Royal Bank announced funding worth \$30,000 over the next two years.

Wilson conceived the idea one evening in 1993 while watching TV. She had tuned in to an interview with Canadian economist Nuala Beck, president of her own research and consulting firm and author of *Shifting Gears: Thriving in the New Economy*. Beck, Wilson recalls, was asked about the dismal employment prospects for graduating university students. The economist's advice? Graduates should seriously consider creating their own jobs and businesses.

Wilson realized that advanced technology students and faculty could benefit from Beck's counsel. While their research can lead to innovative product and technology ideas, they need guidance in transforming their ideas into marketable commodities.

Wilson decided to approach experienced and successful members of the business community to ask if they would become mentors. To her delight they were very eager.

"Everybody I talked to really believes that the future economic health of this country lies with small and medium-sized companies driven by entrepreneurs," she says. "And because they believe there is such a strong potential for entrepreneurship in our universities, they were absolutely thrilled to give lectures and talk to the students."

Research has shown that technology-based industries now account for more than 30 percent of world trade, Wilson adds. For Canada to compete successfully in such an environment, it must begin fostering and supporting "technopreneurs."

Mentortech has four components — a lecture

series, entrepreneurial workshops, a business plan evaluation and the Martin Walmesley Fellowship.

Paradi developed the lecture series. Classes are designed to help participants assess the risks and rewards of creating ventures and develop viable business plans. Each month a leading expert in the technology-based sector

opportunities to meet local entrepreneurs, learn from their successes and failures in the business world and benefit from their advice. Wilson says it also gives students a chance to establish their own industry contacts.

After completing the program, participants will have the opportunity to have their indi-



conducts a three-hour lecture at one of the participating universities — Toronto, Carleton, Lakehead, Queen's or Waterloo. Speakers are drawn from such fields as law, management, human resources, trade and finance. Each lecture is videotaped and replayed later to participants at the other locations. Topics include the nature of entrepreneurship, the Canadian business environment, accounting and financial controls and marketing and sales.

The one-day workshops give participants an

visual business plans evaluated by representatives from the financial, business and university sectors. Wilson says the best plans will receive financing — the Martin Walmesley Fellowship, valued at up to \$30,000, will assist winners in launching their businesses.

Although Mentortech has an enrolment limit of 40 people per site, Wilson says organizers are willing to accommodate all interested students. In fact she envisions more universities and perhaps community colleges offering the program

in the future. Currently participants pay \$85 per year.

Many of the 90 participants have already begun developing business plans. "We have a couple of husband-and-wife teams, a graduate student and her thesis supervisor and two Ottawa students who already run a very successful information systems company but are taking the program to strengthen their business skills," Wilson says.

The program strongly emphasizes the importance of supporting and mentoring female entrepreneurs in science and technology disciplines. Women, Paradi notes, have a much harder time becoming entrepreneurs. They have more difficulty raising start-up capital, less experience in the "hard management" side of business, fewer networking contacts and less encouragement from others. All of these, Paradi says, may contribute to the fact that women often tend to enter traditionally "domestic" or female business areas.

"We don't want somebody who is coming out of a master's degree in chemical engineering to tell us they want to open a retail outlet or a gourmet sandwich bar," Paradi says. "What we are trying to say to them is 'We really need your presence in the knowledge and technology-based sector. That is what we have trained you for and if you need assistance getting into this sector, what can we do to help you succeed?'"

While the program's main goal is to help participants create their own companies, Wilson says Mentortech may lead students in other directions. For example, some may decide to become intrapreneurs, working as entrepreneurs within existing companies. Others may choose to pursue degrees in business administration.

"Our students may not do anything with their Mentortech knowledge for several years. But when they are ready to make individual choices, they will have the skills they need to make informed decisions that will increase their chances for success."

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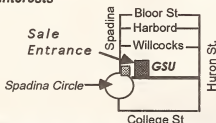
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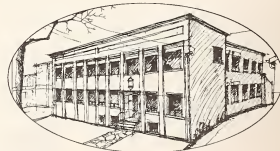
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## LETTERS



### THE FINE ART DEBATE

Professor Robert Welsh recently wrote a letter to *The Bulletin* that provides one account of a proposed senior appointment in the Department of Fine Art (Fine art professors disagree with dean, March 6). He has strong views regarding the advisability of this appointment and has had ample opportunity to present them to the department. He now opens the issue to a larger public, perhaps hoping that external pressure will help dissolve a solid departmental consensus to make this appointment. His letter reduces a complex set of discussions. Brevity compels me to be equally reductive while introducing, at least, another side for consideration.

Professor Welsh alleges that Dean Marsha Chandler has inappropriately intervened in a department's appointments process and unilaterally forced an appointment upon an unwilling department. By charging the dean with interference and with a refusal to accept "the department's resistance," he does not fairly represent her role in the process nor the departmental response. In January Dean

Chandler raised the possibility of a cross-appointment with the Art Gallery of Ontario in the field of modern art. She was convinced, for a variety of reasons including the candidate's academic qualifications and the recommendations of the Ontario Council of Graduate Studies review, that this appointment would be in the department's best interests. The art history faculty considered all aspects of the appointment and, after due deliberation, voted overwhelmingly in favour (12-4). The consensus was that the department's undergraduate and graduate programs would be served by this appointment.

The questions of search process, area of appointment and cross-appointment with the AGO mentioned by Professor Welsh in his letter were discussed openly and considered judiciously. The art history faculty gave his appeal due attention but in the end a clear majority decided that the benefits of such an opportunity appointment outweighed whatever losses might be entailed by not following a normal search process. Despite Professor Welsh's assertion there was never a unanimous vote in a

fine art subcommittee in favour of retaining a normal search process. (In fact there was no vote at all at that stage.) To read his letter one would also think that all faculty members in the modern area opposed the appointment. Instead, by means of a refined semantic manoeuvre, he excludes those teaching modern architecture and Canadian painting, all of whom supported the appointment.

In conclusion it should be emphasized that throughout the consultative process the department retained its options and remained free to proceed however it chose. What Professor Welsh interprets as decanal interference is for me evidence of the dean wishing to enhance an already strong department.

PHILIP SOHM  
CHAIR  
DEPARTMENT OF FINE ART

### BEFORE THE BLUE BOX THINK OF THE ARCHIVES

The disposal of the *New Edition's* records to the recycling bin may be a success story for the University's recycling program but it may

represent a loss to the documentary heritage of the University (Bin Recycling March 6).

The University Archives has for many years acquired and preserved issues of student newspapers. Records documenting their internal operations are virtually non-existent in the archives, largely due to the transient nature of staff and a lack of awareness regarding the enduring value of their contribution to campus life and development. I can only hope that editors of these newspapers may read this letter and think "reusing" rather than "recycling." Donating inactive operational records to the University or other campus archives programs will allow such student contributions to be preserved for future research use.

GARRON WELLS  
UNIVERSITY ARCHIVIST

### POLICY CONCEALS RESEARCH WITH ANIMALS

The headline Researchers Concerned about Privacy Policy (Feb. 20) seems like another well-crafted move towards keeping animal rights activists out of the

animal users' highly confidential activities.

It also seems that the administration's plan to introduce the Policy on Access to Information & Protection of Privacy is part of an orchestrated scheme to prevent the community, and God forbid its own students, from learning about how the institution kills animals in the name of scientific progress.

I wonder when the rest of the University will recognize the current policy for what it is rather than what it pretends to be. It is a laughable attempt to acknowledge society's trend towards increasing information access, a need appropriately noted by the policy's author, Governing Council secretary Jack Dimond. At present, however, the policy would serve only to protect animal researchers' interests in what is increasingly an immoral pursuit. The students, and yes the community, need more accountability, not less, from those who exploit animals, including vivisection at the University of Toronto.

TITA ZIERER  
TORONTO

## ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

### JUST NICKED IN TIME

ALL RIGHT, I TOLD MYSELF, THIS WILL definitely be the column in which I finally apologize for December's intemperate comments about lawyers. I will compose a warm tribute to the men and women who toil selflessly in conditions that — to anyone who has spent even a minute in the same room as a television set since the O.J. Simpson trial began — can best be described as soul-crunchingly boring.



of carp as subjects on which I am less than fully conversant.

However, it seems to me that you don't have to be the economics equivalent of a rocket scientist to feel hoodwinked on occasion and this is one of them. In recent years we economically challenged (in every sense) folk have been condemned to by our betters who tell us that it is childish in the extreme to think that we Canadians can run

our own economy. It's all global, they explain a little impatiently, as if surely we should have got it by now.

Apparently there's this community of international bankers who are all-wise and all-seeing and who are acting in all our best interests, or at least in the interests of some morally neutral phenomenon called market forces. If our old age pensions go the way of spring training, we shouldn't take it personally.

But who exactly is running the world's economy? Well, there seems to be some guy called Moody who can throw the fear of God into Canadian finance ministers. There's another appropriately named fellow called Fund from *The Wall Street Journal* who cropped up a lot of television around budget time. And in recent weeks we learned about the 28-year-old banker in Singapore (salary: \$440,000) whose escapades in the derivatives game — whatever that is — led to the demise of a British bank and losses on the international money market of an estimated \$46 billion. This from a man who failed math in high school. If I've got this right the Canadian dollar is in freefall because the Nick Lessons of this world have lost confidence in us.

If I seem cranky it could be because Toronto's oldest continuously operating tavern went into receivership this month. Oh, and I just got notice of a high school reunion in May. May? How am I supposed to complete a fitness program, get a haircut, publish a novel and become an investment banker by May? At my age I need more warning.

## BOOKS



The following are books by U of T staff. Where there is multiple authorship or editorship, staff are indicated with an asterisk.

#### Catching up

**First Intermissions**, by M. Owen Lee (Oxford University Press; 248 pages; \$29.95). A collection of 21 of the popular commentaries given by Father Owen Lee during the first intermissions of the Saturday afternoon broadcasts of opera live from the Metropolitan Opera House in New York. It treats works by Mozart, Verdi, Wagner, Gounod, Berlioz, Offenbach, Massenet, Puccini and Richard Strauss with an approach that goes beyond the music to the literary, the philosophical and the psychological.

**Irony's Edge: The Theory and Politics of Irony**, by Linda Hutcheon (Routledge; 248 pages; \$19.95 US). This volume is a study of the myriad forms and effects of irony, with a wide range of references from the operas of Richard Wagner to the performances of Madonna, from the plays (and films) of Shakespeare to the novels of Umberto Eco, from the painting of Anselm Kiefer to the Into the Heart of Africa exhibit at the ROM.

**Gospel in Paul: Studies on Corinthians, Galatians and Romans** for Richard N. Longenecker, edited by L.

Ann Jervis and Peter Richardson (JSOT Press; 412 pages; \$60). This volume promotes discussion both on methods of reading Paul's letters and on important historical, theological and hermeneutical issues.

**In the Further Soil: A Social History of Indo-Canadians in Ontario**, by Milton Israel (TOPIC; 165 pages; \$25). In seeking to tell the story of the founding of Indian community life in Ontario, this book discusses individual and collective experience of acculturation and adaptation as well as the commitment to cultural defence and resistance to change. It describes the effort to recreate family life, familiar cultural institutions and the feeling of being at home as well as the strategies employed by the immigrant generation and their children to construct or reconstruct an Indian identity.

**Foreign Investment in the East**, by Val Samonis (Nova Science Publishers Inc.; 77 pages; \$29 US). Environmental models of foreign investment are developed in this study based on over two decades of experience in eastern Europe. Different strategies for western investment in post-Soviet countries are assessed; the learning strategy is developed and suggested as the most appropriate for the initial period of transition to a market economy.

# EVENTS



## LECTURES

### Future of the European Union Community

**MONDAY, MARCH 20**  
Flora Lewis, Lionel Gelber visiting scholar in international studies; brown bag lunch. 3050 Sidney Smith Hall, 12 noon to 2 p.m. *CIS and Political Science*

### The Naqshbandi-Mujaddidi Shaykh and His Role in the Religious Reconstruction of Indo-Islamic Society during the 17th and 18th Centuries

**MONDAY, MARCH 20**  
Prof. Sajida S. Ali, McGill University, 1995 Aziz Ahmad lecture. Upper Library, Massey College. 2 p.m. *South Asian Studies*

### Native-American Identity as an Action Alternative

**MONDAY, MARCH 20**  
Martha Orozco-Osorio, native of Ayllu-Juayuni-Otosi, Bolivia, international Student Centre. 6 to 8 p.m. *Association of Latin American Students*

### My Experience as a Journalist and Writer during the Cold War

**TUESDAY, MARCH 21**  
Flora Lewis, Lionel Gelber visiting scholar in international studies. Seeley Hall, Trinity College. 4 to 5:30 p.m. *CIS, International Relations and History*

### 1695-1995: Reflections on the Tercentenary of the Deregulation of the Press in England

**WEDNESDAY, MARCH 22**  
Prof. Michael Treadwell, Trent University, Lecture theatre, Claude T. Bissell Building, 140 St. George St. 4:10 p.m. *Toronto Centre for the Book and Information Studies*

### A Modern Militancy: The United Steelworkers through the 90s and into the Next Century

**WEDNESDAY, MARCH 22**  
Leo Gerard, United Steelworkers of America; Larry Sefton memorial lecture. Arthur M. Kruger Hall, Woodsworth College. 8 p.m.

### Observations on the Study of Byzantine Hagiography in the Last Half Century, or Two Looks Back and One Look Forward

**THURSDAY, MARCH 23**  
Prof. Em. Ihor Sevcenko, Harvard University, Common Room, Pontifical Institute of Medieval Studies, 59 Queen's Park Cres. E. 4:10 p.m. *PIMS and Balkan Studies*

### The Final Cause Explanation in Aristotle's Physical Science

**THURSDAY, MARCH 23**  
Prof. Alan Cook, Ohio State University, 256 University College. 4:10 p.m. *Collaborative Program in Ancient & Medieval Philosophy*

### What the West Did Not Understand in Ivo Andric's Works

**FRIDAY, MARCH 24**  
Prof. Predrag Palavestra, University of Novi Sad; CREES visiting scholar. 14352 Roberts Library. 1:30 to 3 p.m. *CREES*

### Global Village or Global Apartheid?

**FRIDAY, MARCH 24**  
Prof. Anthony Richmond, York University, Room 506, 203 College St. 2 to 4 p.m. *Ethnic, Immigration & Pluralist Studies*

### Erasmus as a Mediaevalist

**MONDAY, MARCH 27**  
Ivan P. Bejczy, Pontifical Institute for Mediaeval Studies, Common Room, Pontifical Institute for Mediaeval Studies. 4:10 p.m. *PIMS*

### Presidential Election in France, April/May 1995

**MONDAY, MARCH 27**  
Flora Lewis, Lionel Gelber visiting scholar in international studies; lecture in French. 140 University College. 4 to 6 p.m. *CIS, French, Glendon College and Alliance Francaise*

### Identity and Citizenship in Europe

**TUESDAY, MARCH 28**  
Flora Lewis, Lionel Gelber visiting scholar in international studies. Fleville Room, Faculty of Law. 2:45 to 4 p.m. *CIS and Law*

### Pen Friends and Patria: Erasmus Pedagogy and the Republic of Letters

**TUESDAY, MARCH 28**  
Prof. Lisa Jardine, University of London; 1995 Margaret Mann Phillips lecture. Alumni Hall, Victoria College. 4 p.m. *Toronto Renaissance & Reformation Colloquium and Erasmus of Rotterdam Society*

### Meaning as Use

**TUESDAY, MARCH 28 TO THURSDAY, MARCH 30**  
Prof. David Kaplan, University of California at Los Angeles; Jerome S. Simon memorial lecture. Alumni Hall, Victoria College. Tuesday, 7:30 p.m.; Wednesday and Thursday, 4:10 p.m. *Philosophy*

### The Politburo in the 1930s

**THURSDAY, MARCH 28**  
Oleg Khlevniuk, Moscow, 14352 Roberts Library. 7 p.m. *CREES*

### The Sanctuary of Demeter and Kore/Persephone in Cyrene, Libya

**WEDNESDAY, MARCH 29**  
Prof. Susan Kane, Oberlin College. 140 University College. 5:15 p.m. *Archaeological Institute of America, Toronto Society*

### The State and the New Space Economy of Global Finance

**THURSDAY, MARCH 30**  
Prof. Sassia Sassen, Columbia University, Croft Chapter House. 2:30 to 4:30 p.m. *International Studies and Sociology*

### Prelacy, Puritanism and Popularity in the 1630s: Joseph Hall Explains Himself

**THURSDAY, MARCH 30**  
Prof. Peter Lake, Princeton University, Senior Common Room, Victoria College. 4 p.m. *CRS and Religious Studies*

### Spiral-Shaped Ends, Structure, Swimming and Periplasmic Flagella of Spirochetes

**THURSDAY, MARCH 30**  
Dr. Nyles Charon, West Virginia University, Room 170, 124 Edward St. 4:15 p.m. *Dentistry*

### A Culture Retrieved: Yiddish Women's Literature, 1910 to the Present

**MONDAY, APRIL 3**  
Frida Forman, Ontario Institute for Studies in Education; Popular Feminist lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. *Women's Studies in Education, OISE*

### On Drawing Graphs Nicely

**TUESDAY, APRIL 4**  
David Harel, Weizmann Institute of Science; Computer Science. In Theory,

Practice, Applications and Implications series. 1105 Sandford Fleming Building. 11 a.m. *Computer Science and ITRC*

## COLLOQUIA

### Recluse, Interlocutor, Interrogator: Natural Order and Social Order in Psychological Research Schools

**WEDNESDAY, MARCH 22**  
Prof. Martin Kusch, University of Edinburgh. 304 Old Victoria College. 4 p.m. *IHPST*

### Stratosphere-Troposphere Exchange

**THURSDAY, MARCH 23**  
Prof. J.R. Holton, University of Washington at Seattle. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

### Multiple Bonding and Steric Effects in the Main Group 3 Elements

**FRIDAY, MARCH 24**  
Prof. Philip P. Power, University of California at Davis. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

### Ockham on Willing Evil

**FRIDAY, MARCH 24**  
Prof. Marilyn McCord Adams, Yale University, 400 Alumni Hall, St. Michaels College. 121 St. Joseph St. 4 p.m. *Philosophy*

### Toxophilite Xylotomy: Analysis of Woods Used in Egyptian Bows and Arrows

**WEDNESDAY, MARCH 29**  
Prof. Wallace McLeod, Department of Classics. 304 Old Victoria College. 4 p.m. *IHPST*

### Physics of the B-Quark

**THURSDAY, MARCH 30**  
Prof. Michael Luke, Department of Physics. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

### Synthetic and Biological Catalysts for Asymmetric Synthesis

**FRIDAY, MARCH 31**  
Prof. Eric N. Jacobsen, Harvard University, 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



## SEMINARS

### Lost in the Archives: Trials and Tribulations of Field Research in Post-Communist Eastern Europe

**WEDNESDAY, MARCH 22**  
Roundtable discussion; presenters: Robert Austin, Mark Blondich and Eric Myles. 14352 Roberts Library. 12:10 to 2 p.m. *CREES*

### The Urban Environment and Human Health

**WEDNESDAY, MARCH 22**  
Panel discussion: John Frank, Institute of Work & Health; Monica Campbell, Metro Toronto Teaching Health Unit; Brian Gibson, Department of Preventive Medicine & Biostatistics; and Martin Taylor, McMaster University. B149 Earth Sciences Centre. 4 p.m. *IES*

### Bosnia and the Dissolution of the West

**WEDNESDAY, MARCH 22**  
Flora Lewis, Lionel Gelber visiting

scholar in international studies; Canada & Changing Europe series. Conference room, 5th floor, 170 Bloor St. W. 4:30 to 6 p.m. *CIS*

### Censorship in the Humanities in Ukraine, 1980s-1990s

**THURSDAY, MARCH 23**  
Bohdan Habowes'kyi, Chair of Ukrainian Studies; lecture in Ukrainian. Boardroom, Multicultural History Society of Ontario, 43 Queen's Park Cres. E. 4 to 6 p.m. *Ukrainian Studies*

### Inferring Climate Signals from Chemical and Physical Properties of Finnish Lake Sediments

**FRIDAY, MARCH 24**  
Prof. Veli-Pekka Salonen, University of Turku, Finland. 2093 Earth Sciences Building. 2 p.m. *Geography and Geology*



## EXHIBITIONS

### SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE The Gardens of Fletcher Steele

**TO MARCH 24**  
An exploration of historic and contemporary images at Naumkeag and other garden projects.

### Paul Rudolph: Explorations in Modern Architecture

**MARCH 27 TO APRIL 20**  
Showcases Paul Rudolph's projects from 1979 to 1993. SALA Gallery, 230 College St. Hours: Monday to Friday, 9 a.m. to 5 p.m.

### VICTORIA UNIVERSITY Order Touched with Delight

**TO MARCH 24**  
Books and posters from Will Rueter's Aliquinto Press. Pratt Library and Northrop Frye Hall. Hours: Monday to Thursday, 9 a.m. to 8 p.m.; Friday, 9 a.m. to 6 p.m.

### THOMAS FISHER RARE BOOK LIBRARY Elegant Editions: Aspects of Victorian Book Design

**TO MARCH 31**  
Documents developments in colour printing and the evolution of publishers' bookbindings; drawn from the Ruari McLean Collection at Massey College. Hours: Monday to Friday, 9 a.m. to 5 p.m.

### ROBERTS LIBRARY Freedom

**TO MARCH 31**  
Reza Sepahdary, paintings and computer art. Main Display Area.

### Textures of Time: Some Stories Behind Michael Ondaatje's *In the Skin of a Lion*

**TO APRIL 31**  
Researched and arranged by Dennis Duffy; designed by Veronica Fisher. Display area, 1st floor.

### Yiddish Panoramas: 1,000 Years of Yiddish Language, Literature & Culture

**APRIL 3 TO MAY 31**  
Celebrating 25th anniversary of Jewish Studies. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

### JUSTINA M. BARNICKE GALLERY HART HOUSE Art Competition and Exhibit of Photographs

**TO APRIL 6**  
Students and Hart House members. Both Galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

### SCARBOROUGH COLLEGE Juried Student Show

**MARCH 22 TO APRIL 5**  
Work by fine art students at Scarborough. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

## FINE ART

### Thesis

**MARCH 27 TO APRIL 1**  
Work by Susy Alberto, Teresa Ascencio, Elaine Bowen, Jolene Broschart, Ed Lebedev, Katie Thurston. Department of Fine Art student program. Beaver Hall. 29 McCall St.



## PLAYS & READINGS

### Judith Thompson

**WEDNESDAY, MARCH 22**  
Scarborough College Reading Series. Room 3205B, Recreation Wing. Scarborough College. 12 noon.



## FILMS

### The Autobiographical Voice

**WEDNESDAY, MARCH 22**  
Women's Perspective in Cinema series. Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. Tickets \$5, students and unwaged \$4. *Women's Studies in Education, OISE*



## MUSIC

### TRINITY COLLEGE Choral Evensong

**WEDNESDAY, MARCH 22 AND MARCH 29**  
Trinity College Chapel Choir; Robert Hunter Bell, director. Trinity College Chapel. 5:30 p.m.

### FACULTY OF MUSIC EDWARD JOHNSON BUILDING Jazz Orchestras

**WEDNESDAY, MARCH 22**  
The 10 O'Clock Jazz Orchestra, Paul Read director; and 11 O'Clock Jazz Orchestra, Phil Nimmons, director. MacMillan Theatre. 8 p.m.

### Thursday Noon Series

**THURSDAY, MARCH 23**  
Student chamber ensembles. Walter Hall. 12:10 p.m.

**THURSDAY, MARCH 30**  
Student composers. Walter Hall. 12:10 p.m.



## EVENTS

Marcella Crudeli.

FRIDAY, MARCH 24

Marcella Crudeli, piano in collaboration with the Institute of Italian Culture. Walter Hall. 8 p.m. Tickets \$55.

Concert Band.

SATURDAY, MARCH 25

Stephen Chenette and Cameron Walter, conductors. MacMillan Theatre. 8 p.m. Tickets \$55.

Naughty Ladies of the Night.

SATURDAY, MARCH 25

Opera Diva benefit concert with Nancy Hermitson, soprano, and Stephen Ralls, accompanist. Walter Hall. 8 p.m. Tickets \$25.

U of T Symphony and Chorus.

TUESDAY, MARCH 28

Dwight Bennett, conductor. MacMillan Theatre. 8 p.m. Tickets \$10, students and seniors \$5.

Contemporary Music Ensemble.

WEDNESDAY, MARCH 29

Gary Kulesha, conductor. Walter Hall. 8 p.m.

Historical Performance Ensembles.

THURSDAY, MARCH 30

Gregory Johnston, director. Walter Hall. 8 p.m.

SCARBOROUGH COLLEGE

Sunday Serenade Concert Series.

SUNDAY, MARCH 26

U of T Wind Symphony and Ohio State University Concert Band; Christopher Wealt, conductor. The Meeting Place. 3 p.m.

CONVOCAION HALL

Klezmer Conservatory Band of Boston.

SUNDAY, MARCH 26

Tickets through TicketMaster, 872-1111. 7:30 p.m.



### MEETINGS & CONFERENCES

Planning & Budget Committee

TUESDAY, MARCH 21

Council Chamber, Simcoe Hall. 5 p.m.

Vanished Races, Forgotten Faces, Remembered Traces: Fresh Breath on the Lifeless Body.

WEDNESDAY, MARCH 22

A symposium in celebration of 150 years of teaching and research. Session one in the Debates Room, Hart House; sessions two and three in 108 Koffler Institute for Pharmacy Management.

Session One: Vanished Races.

Palaeolithic Burial Customs and Eternal Life, Wilfred Cantwell Smith, Harvard University; Burial Customs at Tell el-Mashkhut, J.S. Holladay, Jr., Department of Near Eastern Studies; Disputed Tombs Deir el-Medina Texts, Suzanne Ostine, Department of Near Eastern Studies; Mak Dizdar on Medieval Bosnian Bogomil Tombstones, Amila Buturovic, York University; Aramaean Kings: Gods in Their Lifetime or after Their Death, Paul E. Dion, Department of Near Eastern Studies. 9 a.m. to 12 noon.

Session Two: Forgotten Faces.

Womb as Tomb, Tizrah Meacham, Department of Near Eastern Studies; Gastergryen of the Underworld, Ronald J. Leprohon, Department of Near Eastern Studies; Women as Potential Corpses, Reena Zeidman, Queen's University;

Between Non-Existence and Death, R. Theodore Lutz, Department of Near Eastern Studies. 1 to 3 p.m.

Session Three: Remembered Traces.

The Metamorphoses of a Parthian Romance, Marta Simidchiva, Department of Middle East & Islamic Studies; An Exhortation to Martyrdom, Abraham Gross, Ben Gurion University; The Undead Dead: From Biodegradable to Recyclable, Harry Fox, Department for the Study of Religion. 3:30 to 5 p.m. Registration fee: \$5. Information: 978-3180. Near Eastern Studies Students' Association and Graduate Students' Association and Jewish Studies.

Planning & Budget Committee.

TUESDAY, MARCH 28

Council Chamber, Simcoe Hall. 5 p.m.

University Affairs Board.

TUESDAY, APRIL 4

Council Chamber, Simcoe Hall. 4:10 p.m.



### MISCELLANY

Russia is Going Downhill: Can

the West Help Stop It?

WEDNESDAY, MARCH 22

Flora Lewis, Lionel Gelber visiting scholar in international studies; luncheon chaired by Sylvia Ostry, Music Room, Hart House. 12 noon to 2 p.m. Tickets: \$25. CIS

Chechnya and Russia:

Symptoms of Decay.

WEDNESDAY, MARCH 29

Flora Lewis, Lionel Gelber visiting scholar in international studies; luncheon. Flavelle Room, Faculty of Law. 12 noon to 2 p.m. Seating limited. Registration: John Beardwood, 961-9544. CIS

"If We Had a Million Donors" Blood Drive.

FRIDAY, MARCH 31

A one-day event, a cooperative effort between the medical school's class of 917 and the Canadian Red Cross, that will provide an opportunity for University community members to donate blood; events include entertainment, food and other exciting surprises. Stone Lobby, Medical Sciences Building. 10 a.m. to 4 p.m.

Accountability vs. Autonomy:

The University in the Age of Fiscal Restraint.

TUESDAY, APRIL 4

Panelists include President Harold Shapiro, Princeton University; President Robert Prichard; and Sunera Thobani, chair, National Action Committee on the Status of Women. Hart House Theatre. 8 p.m.

Spring Record & Book Sale.

WEDNESDAY, APRIL 5

LPs, cassettes, CDs, books and scores. Lobby, Edward Johnson Building. 11 a.m. to 5 p.m. Special pre-sale of recordings only (admission \$3). Monday, April 3, Music Library, 4:30 to 7 p.m.



### DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin office, 21 King's College Circle, and follow by the following times:

Issue of April 3, for events taking place April 3 to 24: MONDAY, MARCH 20.

Issue of April 24, for events taking place April 24 to May 8: MONDAY, APRIL 10.

## UNIVERSITY OF TORONTO ELECTRIC POWER PROJECT

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FRIDAY APRIL 7, 1995

10:30 A.M. TO 12 NOON

Solarium, Falconer Hall  
Faculty of Law, 84 Queen's Park  
(First building south of the McLaughlin Planetarium)

Lunch will be served following the lecture

R.S.V.P. Pia Bruni 978-5842

"Gopher" a  
drive on the  
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"Veronica"



### Learn About the Internet

A 3-hour lecture offered by

UTCC.

• Thursday, March 23,

3:00 p.m. - 6:00 p.m.

• Thursday, April 20,

9:00 a.m. - 12:00 noon

Topics include "What is the

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Options" • "Logging in to

Remote Computers" •

"Navigating the Internet" •

"World Wide Web and Mosaic"

• and more.

You must register in advance.

To register or for more

information, contact John Ross

by telephone at 978-6356 or by

electronic mail at

yjohn@utcc.utoronto.ca.

University of Toronto

Computing &

Communications

## SCHOOL OF GRADUATE STUDIES MASSEY COLLEGE SYMPOSIUM

### ACCOUNTABILITY vs. AUTONOMY: THE UNIVERSITY IN AN AGE OF FISCAL RESTRAINT

MODERATOR

Joy Cohnstaedt

Chair, Ontario Council on University Affairs

PANELISTS

Graeme Davies

Chief Executive, Higher Education Funding Council for England

J. Robert S. Prichard

President, University of Toronto

Harold Shapiro

President, Princeton University

Sunera Thobani

Chair, National Action Committee on the Status of Women

TUESDAY, APRIL 4, 1995

8:00 p.m.

Hart House Theatre

Doors open at 7:30 p.m.

ADMISSION FREE

# Apple Spring Sale

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## 1995 Neil Graham Lecture

PERSI DIACONIS

*Department of Mathematics, Harvard University*

### On Coincidences

Tuesday, March 28, 1995

4:00 p.m., Room 140, University College  
15 King's College Circle, University of Toronto

Members of the staff, students and the public are cordially invited



## Department of Physiology University of Toronto

ARCHIBALD BYRON MACALLUM LECTURE

The stunned cardiologist:  
Adventures in the land of ischemia and reperfusion

DAVID J. HEARSE

Professor of Cardiovascular Biochemistry  
United Medical and Dental Schools  
of Guy's and St. Thomas' Hospitals  
& Director of Cardiovascular Research,  
The Rayne Institute, St. Thomas' Hospital, London

Monday, March 27, 1995  
at 4 p.m.

Room 3153  
Medical Sciences Building

*This lecture is open, without charge, to members of the public*



# CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to University of Toronto must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone. To receive a timesheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

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**Furnished house.** Bloom west, Runnymede subway. Renovated, 4 bedrooms, master suite, 3 bathrooms; family room; basement walk-out; central air, vacuum, fireplaces. Parking, nearby schools, shops. Available 9/5/91 — 9/6/93 (negotiable). (416) 604-0973. E-mail lamsnith@yorku.ca

**Danforth & Dawes.** 3-bedroom house to rent, fireplace, park view, clean, skylights, close to subway. Short-term, 6 months or less. 691-5808.

**Subbathical sublet.** Furnished executive home, 4 BR, study, pool, quiet neighbourhood near Bayview & Steeles. April 15 to June 30, dates negotiable. 978-0446 (day), 222-8039 (even).

**Summer sublet.** Top floor of Forest Hill home. Furnished, three bedrooms (two furnished for young children), two bathrooms. Parking. Close to TTC, parks, shopping, Air conditioning. \$1,500/month + utilities. May 15 — August 25 (flex). 483-4920.

**Spacious 4-bedroom house.** Subbathical rental. September 1, 1995 to June 30, 1996. 2 1/2 bathrooms, living-room, dining-room, breakfast room, garage. Excellent position for subway to University, good schools; safe area. \$1,500/month + utilities. David: 488-8395 (if necessary, leave message).

**Spacious, furnished, 3-bedroom apartment** available May 15 to end of December. Bayview/Sheppard area. Parking included. Close to transit. Non-smokers only.

\$800/month. Call Dr. Warren Keyes at (416) 222-4665, or (416) 482-2340 ext. 284.

**Coxwell station.** 2-storey detached brick, 4 bedrooms, 2 bathrooms, 4 appliances, garage, fireplace, patio, air-conditioned, wood \$1,300 plus utilities. Prof. Chan, 461-7069.

**House, Wilson/Bathurst.** cozy 4-bedroom; 1 in basement with windows and 3-piece bathroom. Bright, well-furnished, fully equipped. Schools, transport, shopping, attractive walks. July 1995 for one year. \$1,800 + utilities. (416) 398-3877.

**Furnished house.** July 1, 1995 for one year. Large. 3 bedrooms, 2 bathrooms. Quiet, friendly, family neighbourhood on park system. Lendse landscaped yard. Excellent schools. On TTC route. \$1,800/month + utilities. 423-5773.

**Sabbathical rental.** Fully furnished home, 2 bedrooms + study. Parking, backyard deck 5 appliances. Quiet street, south Riverside. August 1995 — August 1996 (dates negotiable). \$1,200/month + utilities. (416) 461-3414.

## ACCOMMODATION RENTALS REQUIRED

**2 doctors on sabbatical** July 1995 to July 1996 require house in "Beaches" area. Non-smokers with 3 children and small dog. Phone (709) 778-6593.

**Family of 3 looking to rent** 3+ bedroom house in Burlington/Oakville area beginning July 1995 for 12 months. Contact Dr. Kass, ph. (207) 581-2567, fax (207) 581-2537, 10 Tell St., Orono, ME 04473 USA.

## ACCOMMODATION SHARED

**Annex (Madison/Bernard).** Furnished bedroom in an immaculate, luxurious, bed and breakfast home. Shared kitchen. Very quiet, smoke- and pet-free. For months of March — August 1995. \$550 per month. (416) 967-6474.

**High Park 2-storey garden condo.** at Bloor subway station. Professional woman/owner to share furnished 2-bedroom apartment.

laundry, heat/air-conditioned included. Pool, security. Available May. Non-smoking, bright, clean. \$450/month. Parking available. (416) 761-9671.

## ACCOMMODATION OUT OF TOWN

**Country house for rent** — one hour from downtown Toronto. June 1995 for two years. Country house in the Peterborough area. Just completed custom squared-log house on 245 acres of rolling country. Total 3 bedrooms, large guest suite/family room, 4 bathrooms. Full modern kitchen, fireplace, airtight wood stoves, propane furnace. Security systems. Two-car garage. Bright house with wonderful views. Dog and partial furnishings optional. McKim (705) 277-9137.

## ACCOMMODATION OVERSEAS

**London sabbatical.** Bright, quiet, central apartment five minutes' walk from the British Museum or the University of London. Two bedrooms (one of them small), fully furnished and equipped. Available from August or September 1995 for nine or ten months at \$2,000 p.m. + telephone. Contact Prof. Jackson at 585-4457 or 929-0538.

**Nice... French Riviera.** 5 minutes from the beaches, 20 minutes from the mountains and Monaco, situated between Chagall and Matisse museums. Apartment for rent, completely equipped and furnished for 2 people. Available all year long for 1,2,3 or more weeks. Call evenings (905) 274-9085.

**England, Cambridge:** furnished flat on outskirts of Cambridge. Living-room, kitchen, two bedrooms, 120 pounds per week, utilities included. Available April 23 to May 20. Call (416) 465-3804.

## BED & BREAKFAST

**Award-winning home.** Immaculate, smoke- and pet-free. Quiet nooks and crannies for reading and relaxing. Healthy breakfasts and we cater to diets. Walk to U of T, RDM. Parking. \$80 daily for two, \$65 for one. (416) 967-6474.

## VACATION / LEISURE

**Ireland, Donegal:** restored 1900 farm cottage for rent. Flagstone floors, gas lighting, two hearths, two bedrooms. On 50 acres of mountain field above quiet seaside village. Ideal for walkers, writers, painters, photographers. Call (519) 432-7395.

**Irish vacation home** — West Cork. Traditional two-storey farmer's croft; renovated, fully furnished, modern conveniences, huge hearth, isolated rural setting minutes from Bantry Bay and historical, spectacular west coast. \$1,000/month, negotiable longer. (416) 285-0317.

**Wanted** — Nova Scotia, south shore, Mahone Bay area preferred, July — ocean-front cottage or house, well-furnished and equipped, fireplace, for two adults, non-smokers. (416) 961-2169.

## HOUSES & PROPERTIES FOR SALE

**Private sale.** Immaculate Annex condominium townhouse in safe/quiet complex. Two storeys, 2 bedrooms + den, 3 bathrooms, fireplace, 1,400 sq. ft. plus: sauna, patio, backyard. Minutes to campus, subway, stores. \$229,000. Tom Klassen 327-2055 or e-mail: klassen@eps.utoronto.ca

## MISCELLANY

**PERSONAL COUNSELLING** in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

**ACCENT NEED ADJUSTMENT?** Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 10th year. Gandy Associates. 533-1933.

**INDIVIDUAL & COUPLE THERAPY.** Extended health benefits provide full coverage for U of

T staff. Dr. Gale Bidfield, Registered Psychologist, 114 Maitland Street (near Wellesley and Jarvis). 972-6789.

**Violet Head, Registered Psychologist.** Individual, family and group psychotherapy. Work with other cultures, women's issues, addictions, depression, etc. U of T staff health benefits cover cost. 200 St. Clair Ave. W., Suite 404, Toronto M4V 1R1. 922-7260.

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**PSYCHOLOGICAL ASSESSMENT AND PSYCHOTHERAPY** for children, adolescents and young adults. Learning, behavioural and emotional issues affecting achievement and personal development. Dr. Daniel Fitzgerald, Registered Psychologist, 62 Charles Street East, Toronto (near St. George campus). (416) 944-0144.

**GET ORGANIZED!** Paperwork building up? Filing cabinets in a mess? Need help organizing your office? Professional help is available! Reasonable rates. No job is too big or too small. Call A. Findlay at 767-3617.

**One-day training in Gestalt method,** a hands-on seminar led by experienced GP psychotherapist and U of T faculty Dr. Mel Borins, for GPs and other therapy practitioners. April 5. \$95. Call 977-0844.

**Fire Home Repair and Improvement** — a craftsman/tradesman who is proud of his customer satisfaction record. For all your smaller home projects. Free estimates, advice, references. U of T grad. Bob, 285-0317.

**A Spirituality for Contemporary Times.** Ms Suzanne De Crane. A workshop at the Catholic Information Centre, 803 Bathurst St., April 1, 1995, 10:00 a.m. — 3:30 p.m. Information: Tel. 534-2326. "How am I to live and foster a vibrant spirituality in a time that offers more change than stability, more questions than answers, more challenge than clarity?"



**Centre for Studies of Aging  
University of Toronto**

**13th Annual Wilson Abernethy Distinguished Lecture**  
presented by  
The Centre for Studies of Aging, University of Toronto

**"Old Age Security in a Time of Transition:  
The Politics of Retrenchment"**

**John Myles, Ph.D.**

Florida State University  
College of Social Sciences  
Department of Sociology and Institute on Aging  
Tallahassee, Florida

**Thursday, April 6, 1995, 4:00 P.M.**

Koffler Institute  
University of Toronto  
569 Spadina Avenue  
Room KP108 (Auditorium)

FREE ADMISSION

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## The U of T BOOKSTORE • E • R • I • E • S Where Literature is an Event



Mon. March 20th 7:30 pm



Paul  
Kropp  
Author of  
The Reading Solution  
Lynda  
Hodson



### The School Solution

Getting Canada's Schools to work for your Children

• Choosing the best schools and teachers • What kids really  
learn in each grade • Boosting your child's learning at home

DISE Auditorium 252 Bloor W. (St. George sbwy) \$2 at door

Thurs. March 23rd 7:30 pm



P.K. Page  
from her new collection of poems  
Hologram



Rosemary Sullivan

a preview reading from her new book

Shadow Maker: The Life of Gwendolyn MacEwen

Nazreen Sheikh  
reading from her first novel *Chopin People*

Northrop Frye Hall 73 Queen's Pk. Cres. E. (Museum sbwy) Free

Thurs. March 30th 7:30 pm

online publishing using

## HTML

Ian S. Graham



weaves a World Wide Web of intriguing insights  
into "cgi-bin", "hypertext", & other realities explored in  
*The HTML Sourcebook*

Mechanical Engineering Bldg. Rm 102, 5 King's College Fld. Free

Wed. April 5th 7:30 pm

An evening of Poetry  
from McClelland & Stewart

Lorna Crozier  
Everything Arrives at the Light



Robert Bringhurst

The Calling

George Amabile

Rumours of Paradise, Rumours of War

David Waltner Toews

Impossible Uprooting

George Ignatieff Theatre, 15 Devonshire Place. Free

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## Awards of Excellence

U T A A

The University of Toronto Alumni Association  
invites you to attend the

## 1995 AWARDS OF EXCELLENCE DINNER

Celebrating the achievements of:

PROFESSOR MICHAEL P. COLLINS

Faculty of Applied Science & Engineering  
Faculty Award Recipient

MARY TERESA SILCOX

Victoria College

John H. Moss Scholar

E. BRUCE JOHNSON

Faculty of Medicine  
Chancellor's Award Recipient

JUNE P. STRAKER

Woodsworth College

Joan E. Foley

Quality of Student Experience Award



Bruce Johnson, left, June Straker and Michael Collins

TUESDAY, APRIL 25, 1995

at Hart House

Reception: East Common Room, 6 p.m.

Dinner: The Great Hall, 7 p.m.

Business Attire

Tickets: \$50 per person; students, \$35

For ticket information, please call

978-4258 or 978-6536

## ROSENSTADT LECTURE SERIES

### SOLOMON BENATAR, M.B.

Professor and Chair, Department of Medicine  
Director, Bioethics Centre  
University of Cape Town, South Africa

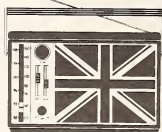
## The Importance of Medical Ethics as an International Endeavor

Wednesday, March 29, 1995  
4:00-5:30 p.m.  
The Great Hall  
Centre for Bioethics  
88 College Street

Dr. Benatar is one of the recipients of the 1994-95  
Bertha Rosenstadt Professorships in Health Research  
at the University of Toronto.

Hosted by the Centre for Bioethics

## JOLLY GOOD NEWS



## BBC News

Monday to  
Saturday:  
8:00 a.m.

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## JAPAN - POSITION IN CANADIAN STUDIES

Kwansei Gakuin University in Nishinomiya, Japan, seeks a  
Visiting Professor of Canadian Studies for an eleven-month  
period from September 1996 to July 1997. Responsibilities  
include teaching (in English, French or Japanese) courses on  
contemporary Canada. Qualifications include Canadian citizen-  
ship or landed immigrant status and appointment as a  
member of faculty of the University of Toronto. Fields of  
teaching: anthropology, art, business administration, crimi-  
nology and penology, economics, education, geography, his-  
tory, law, literature, philosophy, political science, psychol-  
ogy, public administration, social welfare, sociology. Travel  
costs and furnished housing will be provided in addition to  
salary based on professorial rank. Deadline for applica-  
tions: May 15, 1995. For more details please call Professor  
K.R. Thompson, Registrar, Victoria College, 585-4405.

## The Bulletin

invites readers to submit information regarding awards and honours  
as well as death notices of staff and faculty.

Please include as much background information as possible  
and in the case of obituaries, a CV is especially welcome.

Please send, deliver or fax the information to:

JANE STIRLING, EDITOR,

21 King's College Circle, 2nd floor; fax, 978-7430.



## RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

**GENERAL UNIVERSITY OF TORONTO**  
**The U of T self-funded research grant program** permits a researcher to receive a research grant in lieu of salary through a mechanism that includes peer review. The grant may be used for all the purposes of a grant-in-aid of research except salary for the principal investigator. Those eligible are faculty members or professional librarians. Applications should be submitted to UTRS two months before he grant is needed. For further information contact Teresa Mulvén at 978-2495. Deadline is May 1.

**CANADIAN INSTITUTE OF UKRAINIAN STUDIES**  
**The Peter J. Kyslyk Centre for Ukrainian Historical Research** invites applications for research grants in Ukrainian history. Application forms and the guide to research applications are available from Canadian Institute of Ukrainian Studies, 152 Athabasca Hall, University of Alberta, Edmonton, Alberta T6G 2E8. Deadline is May 1.

**HUMANITIES & SOCIAL SCIENCES CANADA MORTGAGE & HOUSING CORPORATION**  
**The graduate scholarship program** is being discontinued and the 1995 competition is cancelled.

**DONNER CANADIAN FOUNDATION**  
**The mission of the foundation is "to stimulate innovative thought and action that bear upon the stewardship of Canada's natural and economic resources."** The foundation and our relations with other countries. As a result the foundation is willing to take calculated risks towards new or unorthodox approaches presented by creative researchers as long as the potential for success is reasonable. Program areas are: Canada and the world; linking the environment and the economy (including natural resource management; energy — efficiency and alternatives; the effect of urbanization; Canada's north; and strengthening the debate — improving resources in the field); and vital family and community life (including research into changing family organizations and needs; reduction of risk; and self-help initiatives). A preliminary letter of inquiry may be submitted at any time.

**SOCIAL SCIENCES & HUMANITIES RESEARCH COUNCIL**  
**Summary lists of results for the research and strategic grants competitions** should be received at UTRS around the last week of March. Applicants will be advised of the results by mail within 48 hours.

**MEDICINE & LIFE SCIENCES MARCH OF DIMES BIRTH DEFECTS FOUNDATION**  
**The foundation invites research proposals dedicated to investigation of medical, psychological, social and familial factors affecting the development of infants and children with birth defects during the first several years of life.** The following areas are of interest: social factors affecting cognitive functioning, evaluation and/or development of assessment methods; studies on parenting (mother-child interaction); stresses (parental stress from birth defects); intervention strategies related to potential dysfunctional consequences of birth defects; longitudinal studies of the defects impacting on cognitive, social and education functioning; substance abuse in the pre- and perinatal periods. Application is by request accompanied by a 300-word abstract of the proposal. The usual University application and signature requirements apply. Deadline is April 30.

**PARKINSON FOUNDATION OF CANADA**  
**The foundation has announced that a grant or fellowship competition will be**

held in 1995. Funding will be limited to projects that have been reviewed and approved at the 1994 adjudication.

**ROEHR INSTITUTE**  
**The institute is Canada's national institute for the study of public policy affecting persons with a mental handicap.** On behalf of the Scottish Rite Charitable Foundation the institute administers graduate student research grants and research grants (faculty members or associates) in the field of mental handicap or closely related fields. Major research grants, in the field of mental handicap including Alzheimer's disease, are offered to university researchers. Eligible candidates for all programs must be Canadian citizens or landed immigrants; all study and research must be carried out in Canada. Deadline is April 30 (all programs).

**PHYSICAL SCIENCES & ENGINEERING BENJAMIN FRANKLIN NATIONAL MEMORIAL**  
**Nominations are invited for the Peter Award of Prize for Achievement in Science.** This award is given in recognition of outstanding achievement in the life or physical sciences. Nominations for this year's award are specifically invited from any real of computers, computer science, computer engineering and/or information technology. Nominations should be made on Benjamin Franklin National Memorial Awards forms available at UTRS. UTRS would appreciate receiving a copy of any nominations. Deadline is April 15.

**NATIONAL RESEARCH COUNCIL**  
**The women in engineering and science program is designed to encourage Canadian women to pursue careers in mathematics, physics or engineering.** The program gives students hands-on experience working in NRC laboratories. The program is open to women who are Canadian citizens or permanent residents enrolled in first-year engineering or first year of a science program with intended specialization in mathematics (including computer science) or physics. Candidates must be nominated by their university. U of T has been asked to nominate three candidates for 1995. NRC will make the final selection of participants from across Canada. Applications and further information are available from Admissions & Awards, the engineering student services office, Division of Sciences at Erindale and the registrar's office at Scarborough. Deadline is April 30.

**NATURAL SCIENCES & ENGINEERING RESEARCH COUNCIL**  
**Collaborative project grants aim to promote interdisciplinary collaboration to increase the competitiveness of Canadian research at the international level by providing researchers with opportunities to undertake interdisciplinary collaborations with other researchers at home and abroad and training new scientists and engineers in an interdisciplinary and collaborative research environment.** The research supported through this program is interdisciplinary and the collaborative team must also be interdisciplinary; the proposed collaborators must bring together widely differing, complementary expertise necessary to achieve the objectives of the project. Application consists of a form 101 (including appendix E) and a form 100 for the applicant and each co-applicant. The revised program description has been forwarded to all departments. Deadline is May 1.

**ONTARIO MINISTRY OF EDUCATION & TRAINING**  
**The university research incentive fund (URIF)** is designed to increase the research capacity and expertise of Ontario universities and to strengthen partnerships between the universities and industry. The program will make eligible investments by the private sector

in contractual university-based research. Researchers interested in applying for a URIF award are encouraged to contact UTRS for applications and information. The next deadline at the ministry is May 15; internal deadline at UTRS is May 8.

**WILDLIFE TOXICOLOGY FUND**  
**Following the presentation of the federal budget,** the University will be advised as to whether the April 15 competition is to take place.

**UPCOMING DEADLINES**  
**March 24** Toronto Junior Board of Trade/Municipality of Metropolitan Toronto — Gardiner awards (nominations)  
**March 31** International Life Sciences Institute/US Agency for International Development — opportunities for microentrepreneurial research  
**NATO** — collaborative research grants  
**Organization of American States** — nominations for science and technology prizes

**April 1** Atkinson Charitable Foundation — research grants (internal deadline)  
**J.P. Bickell Foundation** — research grants (internal deadline)  
**Canadian Genome Analysis & Technology Program** — research grants, major equipment, career development (letter of intent)  
**Canadian Heritage/Canadian Studies & Special Projects Directorate** — learning materials category 1 and 2  
**Cancer Research Foundation of America** — fellowships, research, education projects  
**Cancer Research Institute (US)** — fellowships  
**Wendy Will Case Cancer Fund** — research grants  
**James H. Cummings Foundation** — research grants (internal deadline)  
**Hannah Institute** — archives/museum studies medical history (internship program)  
**Louis & Artur Lucian award** — nominations  
**MRC** — MRC grants, fellowships  
**National Neurofibromatosis Foundation Inc. (US)** — research grants, young investigator award  
**SSHRC** — strengthening of specialized research collections  
**April 7** Baxter Corporation — renal therapy division research grants  
**April 13** CIDA — tier 2 linkage projects  
**April 15** Easter Seal Research Institute — post-doctoral fellowships, research project grants, doctoral research training grants  
**Benjamin Franklin National Memorial** — Bower award and prize  
**Health Canada/NHRDP** — tobacco demand reduction strategy research project  
**Institute for Work & Health** — fellowships  
**Royal Society of Canada/McNeil Consumer Products Company** — McNeil medal for the public awareness of sciences

**April 18** NSERC — strategic grants  
**April 30** March of Dimes Birth Defects Foundation — social and behavioural science research grants (abstracts)  
**NRC** — women in engineering and science (nominations)  
**Roeher Institute** — graduate student research grants, research grants, major research grants  
**May 1** Canadian Institute of Ukrainian Studies — research grants in Ukrainian history  
**NSERC** — collaborative project grants  
**Sandoz Foundation for Gerontological Research** — research grants  
**U of T** — self-funded research grants

## PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

**THURSDAY, MARCH 23**  
**Jan F. Matejovic, Department of Chemistry, Structure-Activity Relationships of DNA-Targeted Hypoxic Cell Radiosensitizers and Cytotoxins.**  
**Prof. R.A. McClelland.**

**TUESDAY, MARCH 28**  
**Vincent Joseph John De Caen, Department of Near Eastern Studies, "On the Placement and Interpretation of the Hebrew Verb in Standard Biblical Hebrew Prose."** Prof. E.J. Revell and E.A. Cowper.

**Gregory Alan Korn, Department of Mechanical Engineering, "Analysis of the Coherent Structures in Uniformly Distorted Plane Turbulent Wakes."** Prof. J.F. Keffer.

**Michael Sven Pollanen, Department of Cellular & Molecular Pathology, "Composition and Assembly of Human Cortical Levy Bodies and Experimental Murine Malloy Bodies."** Prof. C. Bergerson.

**WEDNESDAY, MARCH 29**  
**Ruth Miriam Moses, Department**

**of Zoology, "Mechanisms That Maintain Metaphase in Mouse Eggs and Early Embryos."** Prof. Y. Masui.

**MONDAY, APRIL 2**  
**Xiao Bin Li, Department of Mechanical Engineering, "Soot Formation and Oxidation in DI Diesel Engines."** Prof. J.S. Wallace.

**Rusty Linda Diane Neal, Department of Education, "Brotherhood Economics: Women's Labour and the Development of Cooperatives in Nova Scotia, 1906-1944."** Prof. M.G. Cohen.

**Robert James Olsen, Centre for Comparative Literature, "Sociocentric Discourse: Literary Reactions to the Systemization of Modern Culture."** Prof. J.E. Chamberlain.

**WEDNESDAY, APRIL 5**  
**Elizabeth Anne-Croft, Department of Mechanical Engineering, "On-Line Planning for Robotic Interception of Moving Targets."** Prof. B. Benhabib and R.G. Fenton.

## COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

### REVIEW

**CINEMA STUDIES PROGRAM**  
**An external reviewer for the Cinema Studies Program, Inis College has been scheduled to take place on Friday, March 24. Members of the committee are:** Professor Sam Solecki, associate dean, humanities, Faculty of Arts & Science (chair); Professors Christopher Faulkner, Carleton University; and Vance Keyes, Jr., University of Wisconsin-Madison.

The committee would be pleased to receive comments from interested persons. These should be submitted to Dean M.A. Chandler, Faculty of Arts & Science, room 2020, Sidney Smith Hall.

### SEARCH

**DEAN, ONTARIO INSTITUTE FOR STUDIES IN EDUCATION**  
**In accordance with the Perrow Rules** President Robert Prichard has appointed a committee to recommend the appointment of a dean of the Ontario Institute for Studies in Education of the University of Toronto effective July 1, 1996. Members are: Provost Adel S. Sedra (chair); Professors David Booth, FEUT; Margit Eckler, chair, Department of Sociology in Education, OISE; Ruth Hayhoe, chair, Department of Higher Education, OISE; Anne Miller, associate dean, research and field services, FEUT; Alister Cumming, head, Modern Language Centre, OISE; John Britton, vice-dean, School of Graduate Studies; Marsha Chandler, dean, Faculty of Arts & Science; Judith Friedland, chair, Department of Occupational Therapy; and Paul Thompson, principal, Scarborough College; and James Klonitsch, undergraduate student, OISE; Diana George, head librarian, FEUT; Carol

Anne Reid, coordinator of equity issues, harassment, prevention and instruction, OISE; Pauline Laid, director, Durham Board of Education, alumni, FEUT; Claire Allene, registrar, FEUT; Joan Westcott, executive director, Federation of Women Teachers' Associations, alumni, OISE, and vice-chair, OISE Board of Governors; and Paul McCann (secretary).

The committee would welcome nominations and comments from interested persons. These should be forwarded to Provost Adel Sedra, room 225, Simcoe Hall, by March 31.

**CALL FOR NOMINATIONS**  
**In accordance with section 60 of the Perrow Rules, the provost has issued a call for nominations of individuals to serve on the search committee that will advise the president on the appointment of a dean of the Faculty of Law. Professor Robert Sharpe has resigned as dean of the faculty to assume his new position as judge in the Ontario Court of Justice, General Division. The Perrow Rules specify the composition of this committee as follows: the vice-president and provost or representative who shall chair the committee; three to five members of the teaching staff of the Faculty of Law, one to three students of that faculty, the dean of the School of Graduate Studies or representative a librarian where appropriate and two or three other qualified scholars from within or outside this university but outside the faculty. In addition, the committee may include an alumnus, a member of the administrative staff and, in the case of professional faculties or schools, a senior member of appropriate professional community.** Provost Adel Sedra has been designated by the president as chair of the committee. Nominations should be sent to the provost's attention c/o room 225, Simcoe Hall, by April 3.

# COPING WITH CHANGE

*University employees who lose their jobs can find help at the Career Transition Centre*

By ROSIE PARNASS

CHANGE IS A WORD THAT HAS only recently become a frequent phrase in our daily conversations. This is of course a result of all the changes that are occurring in all aspects of our lives. Change is, paradoxically, the only constant in our lives at the moment, and one place we are certain to find change is on the job.

The evolution (or revolution as some prefer to call it) of the workplace has brought us fewer jobs in manufacturing and more in information- and service-based jobs. We are also seeing a rise in the use of contract or "contingency workers" and with the globalization of the economy and the spread of new technology we are witnessing a rapidly decreasing shelf-life of skills and knowledge in trade, technical and technological fields. Together with initiatives such as the downsizing, re-engineering and de-hiring that are occurring in many organizations, these changes have had a dramatic impact on our workplace and on how we define work.

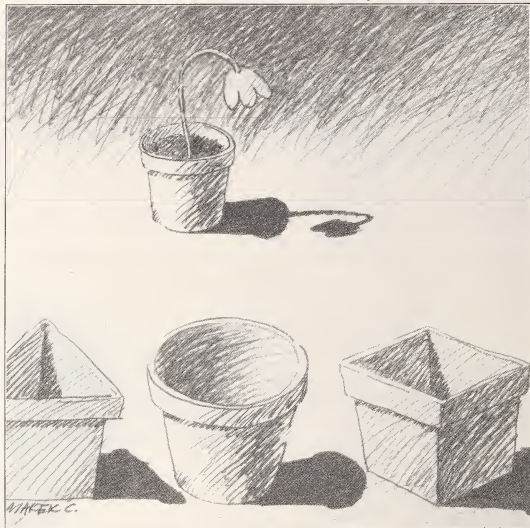
In a recent article in *Fortune* magazine William Bridges, author of many books on social transition, was quoted as saying, "The modern world is on the verge of another huge leap in creativity and productivity, but the job is not going to be part of tomorrow's economic reality. There still is and will always be enormous amounts of work to do, but it is not going to be contained in the familiar envelopes we call jobs. In fact, many organizations are today well along the path toward being de-jobbed."

The conditions that created jobs years ago are disappearing. Technology has enabled us to automate the production line and increasingly customize production. Big firms and institutions, where most of the good jobs used to be, are streamlining services and hiring smaller companies to provide specific services if they are still required. Experts agree that tomorrow's worker will be far more independent and self-directed than today's. Charles Handy, the author of *Unreason and Age of Paradox*, coined the term "shamrock organization" to describe the workplace of the future.

The first leaf contains the core workers who are the employees of the organization and need to understand its values and culture. The second leaf is comprised of subcontractors who are brought in at various stages of a project to support the core employees. The third leaf contains the part-time and temporary workers who are hired on an as-needed basis. Handy argues that by the beginning of the next century we will see a larger workforce "outside of the organization" than inside.

How has change affected the University? We too have been forced to downsize and eliminate positions due to budget cuts and restructuring. With the implementation of new administrative processes and the decentralizing of services, we have witnessed changes in the way we work and how work gets done. In a recent report issued by the Human Resources Department on recruitment activity, it has become apparent that the number of term positions are increasing and that the number of continuing appointments are decreasing. As of October 31, 1994, the University posted 200 promotional opportunities; 123 were term appointments while 77 were continuing. Comparable figures for the previous year show 76 term appointments and 117 continuing positions.

Technological change is also affecting the University and we are seeing new computer systems that will affect our financial systems, human resources systems and student records systems, just to name a few. As a result individual employees and individual departments will have more responsibilities for — and control of — what they do. What this means for our job statistics, no one knows at the moment.



THE CAREER TRANSITION CENTRE WAS ESTABLISHED IN January 1994 to assist released administrative staff cope with the many shifts that are occurring in the University marketplace. The centre is a joint effort between the University of Toronto Staff Association and the University of Toronto administration. It was the brainchild of the Relocation, Retraining & Career Development Committee, a joint committee established under the 1992-93 salary and benefits agreement, and funding is available until April 1996.



CHANGE IS  
THE ONLY CONSTANT  
IN OUR LIVES NOW

The centre is located at 203 College St., suite 203, and provides counselling to released staff members on all aspects of career development and job search. Our resource library and up-to-date computers and software may be used by all administrative staff members who have received their notices of release or are on advance notice. Staff are encouraged to use our services, but it should be noted that this is entirely a voluntary process. Our clients range from clerical and administrative staff to lab technicians and research associates, engineers, craftsperson and application programmers. The goal is to help staff members deal with their job losses in a positive manner so they can begin to formulate new career plans and take action to bring these plans to fruition.

The psychological effects of job loss can be immense. Most of us have a strong response to any change. One of the strongest can

be a feeling of loss along with the struggle to accept a new direction. The most common error in managing change is underestimating the effect it has on people. When a major shift or change occurs within an organization, employees normally experience several types of loss including the loss of security, competence and relationships. During times of change people focus on the past and deny that changes are occurring. Often they pretend that nothing is changing in the hope that the changes will disappear.

Next comes a period where people are busy focusing their energies on resisting the changes and sabotaging efforts made by others. As individuals accept that the changes are here to stay, they begin to explore new alternatives and start to look towards the future and the opportunities it can bring. Change occurs when something ends and something new or different begins. The period between these two points is transition. During transition people have to learn to let go of the old and embrace the new. Usually it means moving from the familiar to the unknown.

The Career Transition Centre provides counselling to individuals needing assistance in managing these changes. As staff accept the changes that have occurred, they are encouraged to develop new plans. In some cases staff need to remain in order to accommodate their new career goals. The centre has

funds to help finance all or part of an individual's retraining. Courses are held in-house but the majority of courses are found in the community and partnerships with other training facilities have been arranged, for example, for lab technicians.

The number of released staff who work as lab technicians is increasing and we have learned that many of these people prefer to remain in their chosen careers and learn new techniques that will make them more marketable. The area of research that seems to be the target for granting institutions is molecular genetics and related research. Finding courses to accommodate these individuals' needs was not an easy task. The solution was found at the Michener Institute, whose continuing education division has offered short-term training for some of our displaced lab technicians in the next few months. Discussions are also taking place with some of the community colleges in the city to arrange for similar training partnerships, especially in the scientific and technical fields.

IN THE PAST YEAR THE CAREER TRANSITION CENTRE HAS witnessed quite a few success stories. People have relocated within the University, some to new careers; a number are in the midst of retraining and others have found positions outside the University. In addition a small but growing number of individuals have decided to pursue entrepreneurial endeavours and are in the process of setting up their own business ventures.

The Career Transition Centre provides released staff members with a place to go; a place where they can receive information, training and support during this transitional period. It gives people the opportunity to regain control over their lives and careers which is the first crucial step in successfully completing any change. As one client stated, "You are providing a service when we are feeling most vulnerable. I cannot emphasize how helpful this was to me and how encouraging it was to know that these services were available. I would like to say thanks to those persons who were responsible for making the Career Transition Centre possible."

Often we measure success quantitatively, but we need to remember that success can also be measured qualitatively, and it is in this respect that I feel the Career Transition Centre has had tremendous impact.

Rosie Parnass is manager of the Career Transition Centre.